

CRM 89-57 / September 1989

AD-A230 909

THE USE OF REQUIREMENTS DATA IN MODELS OF THE ENLISTED FORCE

Marianne Bowes
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REPORT DOCUMENTATION PAGE

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1. AGENCY USE ONLY (Leave Blank)		2. REPORT DATE September 1989	3. REPORT TYPE AND DATES COVERED Final
4. TITLE AND SUBTITLE The Use of Requirements Data in Models of the Enlisted Force			5. FUNDING NUMBERS C - N00014-87-C-0001 PE - 65154N PR - R0148
6. AUTHOR(S) Marianne Bowes, Janet Thomason			
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Center for Naval Analyses 4401 Ford Avenue Alexandria, Virginia 22302-0268			8. PERFORMING ORGANIZATION REPORT NUMBER CRM 89-57
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)			10. SPONSORING/MONITORING AGENCY REPORT NUMBER
11. SUPPLEMENTARY NOTES			
12a. DISTRIBUTION/AVAILABILITY STATEMENT Cleared for Public Release; Distribution Unlimited			12b. DISTRIBUTION CODE
13. ABSTRACT (Maximum 200 words) One of the goals of the Enlisted Force Management Integration project is to study the effect on the force structure of changes in Navy policies. Requirements data are necessary both for creating a model of force structure and for modeling changes in policy. The Enlisted Billet File is the major source of data on requirements for Navy Enlisted personnel. This paper describes a number of the data elements on the file. Its purpose is to identify those data elements that are potentially useful for the project.			
14. SUBJECT TERMS Billets (personnel), Computerized simulation, Defense planning, Enlisted personnel, Grade structure (personnel management), Management planning and control, Military force level, Military requirements, Naval personnel, Naval planning, Personnel management, Policies, Sea/shore rotation, Statistical data, Tables (data)			15. NUMBER OF PAGES 85
			16. PRICE CODE
17. SECURITY CLASSIFICATION OF REPORT CPR	18. SECURITY CLASSIFICATION OF THIS PAGE CPR	19. SECURITY CLASSIFICATION OF ABSTRACT CPR	20. LIMITATION OF ABSTRACT SAR



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26 September 1989

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Subj: Center for Naval Analyses Research Memorandum 89-57

Encl: (1) CNA Research Memorandum 89-57, *The Use of Requirements Data in Models of the Enlisted Force*, by Marianne Bowes and Janet Thomason, Sep 1989

1. Enclosure (1) is forwarded as a matter of possible interest.
2. One of the goals of the Enlisted Force Management Integration project is to study the effect on the force structure of changes in Navy policies. Requirements data are necessary both for creating a model of force structure and for modeling changes in policy. The Enlisted Billet File is the major source of data on requirements for Navy enlisted personnel. This paper describes a number of the data elements on the file. Its purpose is to identify those data elements that are potentially useful for the project.

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ABSTRACT

One of the goals of the Enlisted Force Management Integration project is to study the effect on the force structure of changes in Navy policies. Requirements data are necessary both for creating a model of force structure and for modeling changes in policy. The Enlisted Billet File is the major source of data on requirements for Navy enlisted personnel. This paper describes a number of the data elements on the file. Its purpose is to identify those data elements that are potentially useful for the project.

EXECUTIVE SUMMARY

The primary objective of the Enlisted Force Management Integration project is to determine consistent policies that will enable the Navy to attain and maintain cost-effective force structures. The main tool to be employed in meeting this objective is a simulation model that will predict the force structure resulting from various sets of policies. The model will use both manpower (requirements) and personnel (inventory) data. The purpose of this research memorandum is to describe the requirements data that are of potential use for the project.

The paper begins with a description of the study's tasks and the types of data needed to perform them. This is followed by a review of data elements on the Enlisted Billet File. Requirements data are necessary both for creating a model of force structure and for predicting the effects of changes in policy or behavior.

FINDINGS

The most useful data elements were grouped into one of five categories, depending on the type of information they convey:

- o The skill required in the billet
- o The unit to which the billet belongs
- o The type of duty the billet entails
- o The organizations that have authority over the billet
- o The budget categories under which the billet falls.

Most of the analysis for the project will be done at the skill, or community, level. Within a community, the inventory will be broken down by paygrade and length of service (LOS). Requirements must therefore be broken down by skill and paygrade. OP-132's list of enlisted management communities was used to separate billets by skill. Rating, NEC, and functional area code are the data elements needed to define enlisted management communities.

Identifying the unit to which a billet belongs is important because the unit is the level at which requirements are determined. Some changes in policy may need to be carried out at the unit level. Two data elements were found to be useful measures of a billet's unit: parent unit identification code (PUIC) and activity type code (the first four digits of activity code). The former can be used when it is necessary to identify individual ships or ship classes; the latter can be used when it is sufficient to identify the type of ship.

A number of data elements specify the type of duty a billet involves; these can be used in several ways. For example, the simulation model will separate the inventory into three categories: sea, shore, and the individuals account (students, transients, patients, and prisoners). Requirements also need to be placed into these categories. Sea/shore code will be used to separate sea and shore billets. Activity type code or type composite code can be used to identify billets for students and transients.

Some potential policy changes are targeted toward particular types of duty. General billets (those with functional area code G), which do not require any particular rating, can be divided among ratings in different ways. Billets that do not require military skills (military essentiality code R) can be civilianized. If the number of billets authorized is to be cut, requirements that are less important to the Navy's readiness should be eliminated first. Billet priority manning code and billet occupational code (for shore requirements) can potentially be used to identify hard requirements.

Identifying the organizations that have authority over a billet and the budget categories into which it falls will allow the simulation results to be summarized in terms useful to policy-makers. Three types of authority can be identified: fiscal (resource sponsor), management (claimant and type commander), and manning (manning control authority). Three data elements categorize billets for budget purposes: program element (PE) code, defense planning and programming code (which is generated from PE code), and activity group/subactivity group (AG/SAG) code.

CONCLUSION

Detailed examination of the enlisted billet file revealed a number of data elements that can be used to create a model of force structure and to simulate the effects of changes in policy. While the available data do not meet all the study's needs, they should be sufficient to answer many questions of interest to the Navy.

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INTRODUCTION

The primary objective of the Enlisted Force Management Integration project, sponsored by the Enlisted Plans and Community Branch of the Military Personnel Policy Division (OP-132), is to determine consistent policies that will enable the Navy to attain and maintain cost-effective force structures. The study will use two major types of data: manpower (requirements) data and personnel (inventory) data. The purpose of this research memorandum is to describe the requirements data that are of potential use in the project. The paper begins with a description of the study's tasks and the types of data needed to perform them. This is followed by a discussion of the available data and how they fit the needs of the project.

BACKGROUND

One of the main tasks in meeting the study's objectives is to determine which force structures are attainable. The goal is to answer the questions:

- Can a given force structure be attained with a particular set of policies?
- If a force structure is not attainable, what changes in policies would make it attainable?

Force structure is defined in terms of skill, paygrade, and length of service (LOS). The three types of policy on which attention will be focused are those relating to pay, promotion, and sea/shore rotation.

Even if a force structure is attainable, there is no guarantee that it can be maintained over time. A second major task will involve determining the steady-state force structures implied by various sets of policies. This task will use a simulation model to predict how the force would change over time under a given set of policies.

To create a model of the force structure, requirements data by skill and paygrade are needed. A means of determining which policies apply to which billets is also needed. For example, since sea/shore rotation is one of the policies of interest, we need to know which billets are at sea and which are ashore. Pay, sea/shore, and promotion policies all depend to some extent on skill, although the list of skills is different for different policies. Paygrade and LOS are also determinants of some policies.

In addition to the information listed above, some types of information would be useful in predicting the effects of changes in policy. For example, to simulate the effect of changes in requirements for particular types of activities, it is necessary to know which billets belong to which units. To identify possible substitutions among ratings

or substitutions between military and civilian personnel, it is necessary to know which billets are amenable to such substitutions. Changes in sea/shore rotation policy lead to changes in the number of shore billets needed for "agricultural" (i.e., promotion) and rotation purposes. In order to calculate the number of such billets, it is necessary to know which billets are "hard" requirements.

It is desirable to present the simulation results in a form that is useful to decision-makers. Identifying the budget category for each billet and the Navy organizations with authority over it should make it possible to summarize the results in a meaningful way.

The next section discusses the data that are available and how they meet the study's needs.

AVAILABLE DATA

The source of requirements data is the Enlisted Billet File. The file includes both peacetime requirements (Billets Authorized for the current fiscal year and Planned Authorizations for the current and five future fiscal years) and mobilization requirements (for M-day and M+1, M+2, M+3, M+6, and M+12). Billets authorized (BA) reflects current budgetary restrictions, while mobilization requirements do not; thus, M-day requirements can be considered to represent "true" requirements.

Two potentially useful measures of requirements are planned authorizations for FY 1992 and M-day requirements. Results based on the former measure should be useful to Navy planners as they prepare the budget. Results based on mobilization requirements should give some indication of how things would look if budgetary restrictions were removed.

On the billet file, a number of characteristics are specified for each billet, including:

- The skill required in the billet
- The unit to which the billet belongs
- The type of duty the billet entails
- The organizations that have authority over the billet
- The budget categories under which the billet falls.

The usefulness of these different kinds of information for the project is discussed below.

Skill

A community consists of individuals with the same skill who are subject to the same policies concerning pay, promotion, and sea/shore rotation. In the discussion that follows, the terms "skill" and "community" are used interchangeably.

Separating billets into communities is one of the most important steps in creating a model of the force structure, since most of the analysis will be done at the community level. It is also one of the more difficult tasks. For example, the list of communities must be both exhaustive and mutually exclusive, so that every billet is assigned to one, and only one, group. In theory, a skill should be defined narrowly enough so that anyone possessing it could fill any billet requiring it. However, very small communities are impractical to model and must therefore be aggregated.

The study will consider two aspects of skill: the type of skill and the amount of experience. The main identifier of experience on the billet file is paygrade. While the length of service distribution of the inventory of personnel can be found from the Enlisted Master File, length of service is not specified for requirements.

The two most important data elements in identifying the type of skill are rating and Navy Enlisted Classification (NEC) code. A rating is a career field that requires related aptitudes, knowledge, training, and skills. Each rating constitutes one or more communities. An NEC represents special knowledge and skills that identify personnel and requirements when the rating structure is insufficient by itself for manpower management purposes. Some NECs are effectively separate communities because the personnel policies for the people holding them are based on NEC rather than rating. The problem is determining which of the approximately 1,000 NECs should be treated as separate skills.

Recently, OP-132 developed a list of enlisted management communities, which are intended to represent the various career paths that members can follow. This list was used as the basis for separating billets into communities. Table 1 contains the resulting set of communities and the BA for each. There are 155 communities in the table, with a total of 534,197 billets authorized. Appendix A lists the criteria that were used to define the communities.

Most of the communities in the table are based on ratings. Several ratings are broken into two or more components. The two most common criteria used to separate billets within a rating are submarine qualification and special NECs. The subcommunities of AW, FC, FTG, HM, and NC are based on NEC. EN, FM, IC, PN, QM, RM, SN, ST, and YN each have two

1. Unless otherwise noted, tabulations in this paper are based on the January 1989 billet file.

Table 1. Billets authorized for enlisted management communities

Community title	BA
AB	167
ABE	2,565
ABF	1,843
ABH	3,124
AC	2,959
AD	9,755
AE	7,561
AF	335
AG	1,492
Aircrew	5,109
AK	4,998
AM	318
AME	2,351
AMH	4,311
AMS	7,532
AN	22,307
AO	6,762
AQ	2,953
AS	699
ASE	804
ASM	1,279
AT	10,144
AV	360
AW - acoustic	1,341
AW - non-acoustic	536
AW - helo	923
AW - other	1,019
AX	1,669
AZ	4,245
BM	11,401
BT	10,598
BU	3,018
Canvasser/recruiter, reserve TEMAC	1,545
CE	1,502
CM	1,642
CN	457
CTA	1,265
CTI	1,163
CTM	2,486
CTO	2,168
CTR	2,230
CTT	2,486

Table 1. (Continued)

Community title	BA
CU	43
DC	5,060
Diver	1,659
DK	2,840
DM	340
DP	3,996
DS	2,875
DT	3,531
EA	392
EM - nuclear, surface	1,009
EM - nuclear, submarine	2,727
EM - nuclear trainee	1,332
EM - nonnuclear, surface	10,051
EM - nonnuclear, submarine	77
EN - surface	8,855
EN - submarine	49
EO	1,977
Explosive ordnance disposal	881
EQ	30
ET - nuclear, surface	913
ET - nuclear, submarine	1,894
ET - nuclear trainee	601
ET - strategic weapons systems	1,326
ET - other, surface	13,322
ET - other, submarine	1,425
EW	2,975
FC - AEGIS	655
FC - other	9,086
FN - surface	19,483
FN - submarine	283
FT	244
FTB	903
FTG - digital	926
FTG - other	722
GM	1,131
GMG	4,149
GMM	2,195
GS	138
GSE	1,284
GSM	2,099
HM - independent duty	1,615
HM - X-ray technician	945
HM - biomedical equip. repair	390
HM - lab technician	1,829
HM - aerospace medicine	654

Table 1. (Continued)

Community title	BA
HM - other	20,664
HT	7,637
IC - surface	5,243
IC - submarine	1,030
IM	697
IS	1,824
JO	852
LCAC crew	166
LI	518
LN	664
MA	2,254
ML	256
MM - nuclear, surface	2,486
MM - nuclear, submarine	4,605
MM - nuclear trainee	983
MM - nonnuclear, surface	17,405
MM - nonnuclear, submarine	3,026
MN	553
MR	2,932
MS - submarine	1,307
MS - public quarters	1
MS - other	16,993
MT	1,869
MU	1,369
NC - career recruiter	624
NC - other	1,248
OM	407
OS	13,466
OT	19
OTA	1,500
OTM	432
PC	1,223
PH	1,430
PI	3
PM	175
PN - surface	5,858
PN - submarine	18
PR	2,232
QM - surface	3,720
QM - submarine	1,045
RM - surface	16,810
RM - submarine	1,547
RP	1,145
SEAL	1,302
SH	4,885

Table 1. (Continued)

Community title	BA
SK - submarine	561
SK - special accounting class	1,097
SK - automated end use	397
SK - other	7,947
SM	3,643
SN - surface	42,683
SN - submarine	936
ST - surface	75
ST - submarine	31
STG	6,275
STS	3,883
SW	959
TAR	17,613
TM - submarine	1,070
TM - MK48/ADCAP	545
TM - other	2,446
UC	23
Underwater construction tech.	116
UT	1,313
WT	1,140
YN - surface	10,874
YN - submarine	776
Other	5,758
Total	534,917

components, one for surface and one for submarine. EM, ET, and MM have both nuclear and submarine components. Several communities are based solely on NEC and include members with several ratings: aircrew, diver, explosive ordnance disposal (EOD), landing craft air cushion (LCAC) crew, SEAL, and underwater construction technician (UCT).

In the original list, 52 communities have separate Training and Administration of Reserve (TAR) components. In table 1, these subcommunities have been grouped together into one TAR community.¹ TARs will be excluded from this study, although TAR billets are included in the tables that follow. The "other" community contains billets with rate codes not covered in the original list. These include the rate code for Tradesman (TD), a rating that is being phased out, and rate codes for officer candidates.

Identifying the community to which a billet belongs is necessary to build a model of force structure. Other skill-related data elements can be used to simulate the effect of changes in policy. For example, while every requirement specifies a rating, not every billet actually requires the skills of that rating. There are a number of "general" billets that can be filled by any rating. These billets could potentially be redistributed among ratings to improve overall retention.

Functional area code (FAC) is the data element that identifies general billets, as well as other billets requiring special consideration in personnel assignment. A billet can have both a primary and a secondary functional area code. General billets are coded FAC G or K. FAC H and L billets have similar characteristics, but apply to NECs and instructors, respectively. Table 2 lists these codes and the billets authorized for each.² Together these billets account for less than 5 percent of total BA.

Just as some billets do not require rating-specific skills, some billets do not require military-specific skills. These billets could be filled by either civilian or military personnel. Military essentiality code is a potential way of identifying such billets. This code gives the reason, if any, for a billet to be filled by a member of the military (see table 3).

Military essentiality code was not on CNA's extract of the January 1989 billet file. However, the following information is known. In general, military essentiality code is not widely used. For example, in March 1989 only 599 activities (out of over 6,000) had billets with non-blank military essentiality codes. Both sea and shore billets have non-blank codes, and some activities have more than one value of the code.

1. For some policy questions--such as manning of NRF ships--it might be desirable to include TARs with the regular components of their ratings rather than with other TARs.

2. Table B-1 in appendix B contains the definitions of all functional area codes and their associated BA.

Table 2. General billets on January 1989 billet file

Code	Definition ^a	<u>Billets authorized</u>	
		Primary	Secondary
G	Billets in CONUS shore activities or preferred overseas shore duty activities that require only the military skills designated by the paygrade indicated.	14,943	243
H	Billets in CONUS shore duty or preferred overseas shore duty activities that are NEC coded for purposes of sea/shore rotation management. Billet does not require NEC skill indicated, but may be filled by any petty officer of the rating indicated.	387	38
K	Billets in activities, other than CONUS or preferred overseas shore duty activities, that require only the military skills designated by the paygrade indicated.	4,758	648
L	Instructor billets in CONUS shore activities or preferred shore duty activities that require only the military skills designated by the paygrade indicated.	2,753	532

a. SOURCE: [1].

Table 3. Military essentiality codes

Code	Definition
A	Combat readiness or direct combat support
B	Training
C	Military tradition and custom
D	Navy representative in external services/agencies
E	Military background
F	Civilian authorization/skill unavailable
G	Military required for security
H	Military required for discipline
I	Military required by law
M	Support billet included in contingency or war plan
N	Rotation/career progression
R	Not military essential (billet/position may be filled by either military or civilian)
S	Unusual working hours
Z	Military billet not justified by any other criteria

SOURCE: [1].

Unit

Identifying the unit to which a billet belongs is important because the unit is the level at which requirements are determined. Policies that involve changes in requirements will have the greatest impact at the unit level. The most disaggregate unit identifier is actual unit identification code (AUIC). It was decided not to use this code because it involves too fine a level of detail. A parent unit identification code (PUIC) consists of one or more AUICs. The PUIC still provides a fine level of detail; for example, it can be used to identify individual ships. On the January 1989 billet file, 6,734 AUICs and 3,296 PUICs were found.

A billet's unit can also be identified by means of its activity code. There is a one-to-one correspondence between the complete (ten-digit) activity code and AUIC, and a one-to-one correspondence between the first eight digits of the code and PUIC. Activity type code, which is the first four digits of activity code, groups PUICs together. All ships of a given type--for example, all frigates--have the same activity type code. Five hundred activity type codes were found on the billet file; table B-2 in appendix B lists them and the BA for each.

Both PUIC and activity type code are useful measures of a billet's unit. PUIC can be used when it is necessary to identify the effect of a

policy change on individual ships or ship classes; activity type code can be used when it is sufficient to identify the type of ship.

Type of Duty

A number of codes can be used to aggregate requirements by the type of duty they involve. These codes are often based on AUIC; that is, the same value will apply to all the billets in an AUIC.

Sea/shore code identifies the type of duty for rotation and pay purposes. There are currently eight different sea/shore codes; table 4 lists them and the BA for each. Since the model will only distinguish between sea and shore billets, the eight codes will have to be aggregated into two. Sea/shore codes 1 and 6 will be used to represent shore duty, and the remaining codes will represent sea duty.

Table 4. Sea/shore codes on January 1989
billet file

Code	Definition ^a	Billets authorized
1	Shore duty	217,598
2	Sea duty	240,254
3	Overseas shore duty	11,268
4	Nonrotated sea duty	29,741
5	Neutral duty	3,478
6	Preferred overseas shore duty	22,111
7	Partial sea duty	9,601
8	Double sea duty	866
Total		534,917

a. SOURCE: [2], chapter 3.

Besides dividing billets between sea duty and shore duty, the model will identify billets in the individuals account, which consists of students, transients, patients, prisoners, and holdees. Type composite code is one of the data elements that can be used to identify such billets. This code, which is generated from other codes such as those for activity type and claimant,² groups requirements into 15 categories (see

1. Sea/shore code 7 is being eliminated; activities with that code will be converted to sea/shore code 3.
2. Claimant codes are discussed in the next section.

table 5). The first three values of the code represent various types of students (trainees are individuals undergoing recruit training). While a value of *T* is supposed to be assigned to transients, patients, prisoners, and holdees, examination of other data elements reveals that these categories have been assigned *J* instead. Appendix C presents a more detailed discussion of the individuals account and methods of identifying the billets in it.

Table 5. Type composite codes on January 1989 billet file

Code	Definition ^a	Billets authorized
A	Student	36,108
B	Trainee	13,228
C	Midshipman	4,525
D	Ships	207,959
E	Squadrons	55,987
F	Afloat staff	1,678
G	Shore staff	12,529
H	Management headquarters	3,344
I	Support	137,207
J	Holding (adjustment) accounts	23,800
K	Schools/training centers	32,740
M	Marine Corps	5,416
O	Outside Navy	396
R	RPN	-- ^b
T	TPS&D	-- ^b
Total		534,917

a. SOURCE: [2].

b. Code not found.

Additional duty (ADDU) billets exist "to satisfy requirements for expertise which is not available from within the activities' manpower assets, or to accommodate limited staff functions" [1, p. 5-1]. They are authorized only when the functions cannot be accomplished by the permanent billets currently authorized. An additional duty billet, identified by a value of *N* for accounting category code, does not really represent a separate authorization. These billets will be excluded from the analysis, although they are included in the tables in this paper. The January 1989 billet file contained 1,000 ADDU billets.

One of the most likely policy changes in the coming years is a reduction in the number of billets authorized. When such a change occurs, the Navy needs to know the best places to cut billets. This requires some indication of which billets are the most important. No data element provides a ranking of all billets. However, billets that are subject to priority manning can be considered to have some priority over other billets.

There are three types of priority manning. Priority 1 manning is used for "activities whose mission success is deemed vital to the highest national interests"; priority 2 is used for "activities whose mission success is deemed essential to the national interests"; priority 3 is used for "activities which have a specific need for increased manning above the normal manning level for specific mission accomplishment" [1, p. 6-27]. Only the Chief of Naval Operations can authorize priority 1 or 2 manning. Priority 1 manning is authorized for an indefinite period, while priority 2 manning is authorized for only a limited period. Manning control authorities can authorize priority 3 manning.

Billets subject to priority 1 manning include all billets on SSBNs, selected billets on SSNs, and billets in Fleet Air Reconnaissance Squadrons 3 and 4. Billets subject to priority 2 manning include billets at the Recruiting Command and at brigs, Chief of Naval Education and Training (CNET) instructor duty billets, and billets for recruit company commanders.

Table 6 shows the types of codes used for priority manning. An alphabetic code is used to indicate which billets are subject to priority manning and the type of priority for those billets. A numeric code is used to indicate the level at which the billets are to be manned.

Two data elements on the billet file are concerned with priority manning. Billet priority manning is a two-position code combining the alphabetic and numeric codes described above. Table 7 shows the values that were found for this variable and the BA for each. Only 9 percent of the billets are identified as being subject to priority manning; these all involve either priority 1 or 2 manning at 100 percent of BA.

A billet could conceivably be priority manned for more than one reason; for example, it could be in a rating that is subject to priority manning at all activities and also in an activity subject to priority manning. The billet priority manning code lists only one reason for priority manning. In contrast, activity priority manning indicates all reasons for priority manning of a particular billet. This variable consists of 21 positions, one for each possible combination of type of billet and type of priority (that is, one for each possible alphabetic code).

1. Manning control authorities are discussed in the next section.

Table 6. Enlisted priority manning codes

Billets	Type of <u>priority</u>			<u>Level of manning</u>	
	1	2	3	Percent of billets authorized	Code
Whole activity	B	K	S	100	1
Rating	C	L	T	95	2
Rate	D	M	U	90	3
Paygrade	E	N	V	85	4
PNEC	F	O	W	80	5
SNEC	G	P	X	75	6
Miscellaneous	H	Q	Z	Other	7

SOURCE: [1].

Table 7. Billet priority
manning codes on January 1989
billet file

Code	Billets authorized
B1	11,315
C1	1,804
K1	30,138
L1	331
O1	220
P1	<u>4,555</u>
Total	48,363

Table 8 shows the values of activity priority manning that were found on the billet file. Only 1,040 billets were assigned more than one code.¹ It is interesting that almost 25 percent more billets appear to be subject to priority manning when activity priority manning is used than when billet priority manning is used.²

Table 8. Activity priority manning codes on January 1989 billet file

Code	Billets authorized
B1	11,315
C	10,431
K1	30,122
L	353
O	374
P	6,369
C L	139
K1 P	16
L P	225
O P	660
Total	60,004

Table 9 shows a breakdown of the billets with nonblank priority manning codes by sea/shore code. Interestingly, many of these billets are ashore. Using sea/shore codes 1 and 6 to represent shore duty, 62 percent of the billets with nonblank billet priority manning and 53 percent of the billets with nonblank activity priority manning are ashore. The table shows that most of the billets with blank billet priority manning and nonblank activity priority manning have sea/shore codes 2 or 4.

Reductions in the number of billets are usually aimed primarily at shore activities. Some indication of the relative importance of shore billets can be found by examining billet occupation code, which is "a code to link manpower spaces to required functional capability to define tasks performed/required by the billet/position" [3]. This code is

1. Note that the value C L is not meaningful, since it implies that a rating is subject both to priority 1 and priority 2 manning.
2. The values of activity priority manning and billet priority manning are consistent; that is, no billet is assigned one value under activity priority manning and a different value under billet priority manning.

derived from the Shore Requirements, Standards, and Manpower Planning System (SHORSTAMPS). For (most) shore billets, the first digit of billet occupational code identifies the mission area associated with the billet. Table 10 lists the 25 mission areas and the BA for each. Only 36 percent of total requirements are included in the table; the missing requirements are for activities not included in SHORSTAMPS, primarily ships, squadrons, and the individuals account (see table 11). If a ranking of mission areas were available, the first digit of billet occupational code could be used to identify "hard" shore requirements.

Table 9. Billets subject to priority manning by sea/shore code

Code	Billet priority manning	Activity priority manning
1	28,126	29,974
2	15,099	22,439
3	1,132	1,176
4	996	3,287
5	212	212
6	1,736	1,850
7	278	282
8	<u>784</u>	<u>784</u>
Total	48,363	60,004

Table 10. Mission areas of shore billets on January 1989
billet file (as identified by first digit of billet
occupational code

Code	Mission area ^a	Billets authorized
A	Aircraft maintenance	22,136
B	Automatic data processing	924
C	Communications	8,685
D	Dental	2,255
E	Electronic engineering/material support	848
F	Facilities support	9,150
H	Cryptology	7,483
I	Inter/intra command support	6,174
J	Environmental support (oceanography)	1,487
K	Financial services	1,528
L	Firefighting	630
M	Medical	17,000
N	Flight support services	4,590
O	Intelligence	4,045
P	Personnel support	9,413
Q	Port service operations	3,660
R	Recruiting	6,578
S	Security	9,110
T	Training	31,947
U	In-service engineering/logistics support	512
W	Weapons	10,466
X	Ship repair	12,466
Y	Research and development	1,813
Z	Supply	7,167
6	Staff	8,022
	Total	188,089

a. SOURCE: [4].

Table 11. Billet occupational codes for billets not in SHORSTAMPS

Code	Definition ^a	Billets authorized
901	Personnel Exchange Program	82
902	Unified/joint commands	2,648
90X	Other exempt Navy activities	1,772
944	Aviation squadrons	56,807
945	Navy flight demonstration squadron	107
955	Ships	205,951
966	Transients, patients, and prisoners	23,805
977	Students	49,217
978	Other accounts	19
9AF	Navy billets identified with U.S. Air Force	328
9AR	Navy billets identified with U.S. Army	336
9DD	DOD Secretariat/defense agencies	18
9MC	Navy billets identified with U.S. Marine Corps	5,114
9ND	U.S. federal government support	590
9RR	Unknown	1
Total		346,795

a. SOURCE: [4].

Authority

In order for the project's results to be useful to the Navy, they need to identify the organizations that are responsible for the billets and the budget categories into which the billets fall. Authority over billets is delineated in two ways: by resource sponsor and by claimant. Resource sponsors have fiscal responsibility for the billets under their control. They are offices within the Office of the Chief of Naval Operations. Thirteen resource sponsor codes were found on the billet file; table 12 lists them and the BA associated with each.

Table 12. Resource sponsor codes on January 1989 billet file

Code	Definition ^a	Billets authorized
01	OP-01 DCNO (Manpower, Personnel and Training)	76,519
02	OP-02 ACNO (Undersea Warfare)	59,484
03	OP-03 ACNO (Surface Warfare)	161,984
04	OP-04 DCNO (Logistics)	16,892
05	OP-05 ACNO (Air Warfare)	154,315
06	OP-06 DCNO (Plans, Policy and Operations)	157
10	OP-09B Assistant Vice Chief of Naval Operations/ Director of Naval Administration	9,803
12	OP-096 Oceanographer of the Navy	1,688
14	OP-094 Director, Space, Command and Control	12,475
16	OP-07 DCNO, Naval Warfare	79
18	OP-098 Director of Research and Development Requirements, Test and Evaluation	4,666
21	OP-092 Director of Naval Intelligence/COMNAVINTCOM	13,499
27	OP-093 Director, Naval Medicine/Surgeon General	<u>23,356</u>
Total		534,917

a. SOURCE: [1].

Claimants are responsible for managing the requirements under their control. Typically, they are organizations outside the Office of the Chief of Naval Operations. Both major claimant and subclaimant or resource category are given. Thirty-two major claimant codes were found on the billet file; table 13 lists them and their associated BA. Note that the commanders in chief of the Atlantic and Pacific fleets are the largest claimants.

Besides identifying claimants, the file includes subordinate management code, "a code denoting the command or activity immediately subordinate to the claimant" [3]. Each type commander has its own subordinate management code. The January 1989 billet file contained 114 subordinate management codes; table B-3 in appendix B lists them and the BA associated with each. Approximately 7 percent of the billets had no subordinate management code attached to them.

Table 13. Major claimant codes on January 1989 billet file

Code	Definition ^a	Billets authorized
02	Central Operating Activity (NMPC-73)	25,633
11	Chief of Naval Operations (OP-09BF)	9,756
12	Deputy Under Secretary of the Navy	297
14	Chief of Naval Research	215
15	Commander, Naval Intelligence Command	915
18	Commander, Naval Medical Command	23,686
19	Commander, Naval Air Systems Command	3,305
22	Chief of Naval Personnel	9,219
23	Commander, Naval Supply Systems Command	1,202
24	Commander, Naval Sea Systems Command	3,382
25	Commander, Naval Facilities Engineering Command	717
27	Commandant of the Marine Corps	5,466
29	Secretary of Defense/Chairman, Joint Chiefs of Staff	174
30	Director, Strategic Systems Program	1,247
33	Commander, Military Sealift Command	812
35	Strategic Defense Initiative Organization (SDIO)	1
39	Commander, Space and Naval Warfare Systems Command	1,763
41	Unknown	11
42	Director, Defense Nuclear Agency	50
43	Director, Defense Communications Agency	284
44	Director, Defense Intelligence Agency	163
45	Director, National Security Agency	815
48	Director, Defense Mapping Agency	37
51	Director, Defense Logistics Agency	18
60	Commander in Chief, U.S. Atlantic Fleet	175,317
61	Commander in Chief, U.S. Naval Forces, Europe	3,884
62	Chief of Naval Education and Training	72,521
63	Commander, Naval Telecommunications Command	7,995
65	Commander, Naval Oceanographic Command	1,511
69	Commander, Naval Security Group Command	7,602
70	Commander in Chief, U.S. Pacific Fleet	160,936
72	Commander, Naval Reserve Force	15,963
Total		534,917

a. SOURCE: [1].

Besides being assigned to a resource sponsor and a claimant, each billet is assigned to a manning control authority (MCA). The primary function of MCAs is to establish manning plans for the activities under their control. A manning plan represents an activity's fair share of the personnel with a particular skill; it is based on the activity's BA and the projected inventory of personnel. Table 14 lists the five manning control authorities and the BA for each. This code is useful when a more aggregate variable than resource sponsor or claimant is desired.

Table 14. Manning control authority codes on January 1989 billet file

Code	Definition ^a	Billets authorized
B	Commander, Naval Military Personnel Command	83,809
L	Commander in Chief, U.S. Atlantic Fleet	188,491
P	Commander in Chief, U.S. Pacific Fleet	168,891
R	Commander, Naval Reserve Force	16,065
X	Individuals account	<u>77,496</u>
	Total	534,752

a. SOURCE: [2, 3].

Budget Category

Several data elements can be used to aggregate billets by budget category. Program element (PE) code is one of the primary ways of presenting data in budget documents. PE code has eight digits; the first two indicate which of 11 programs the billet falls under. A total of 289 PE codes were found on the billet file; table B-4 in appendix B lists them and the BA associated with each. Table 15 lists the BA for each of the programs.

Table 15. Billets authorized by program

Program	Billets authorized
1: Strategic forces	20,474
2: General purpose forces	317,333
3: Intelligence and communications	19,603
4: Airlift and sealift	366
5: Guard and reserve forces	23,537
6: Research and development	4,667
7: Central supply and maintenance	6,070
8: Training, medical, and other general personnel activities	134,757
9: Administration and associated activities	4,323
10: Support of other nations	943
11: Special operations forces	2,844
Total	534,917

Defense planning and programming code (DPPC) represents another set of budget categories. This code is generated from PE code. While there are hundreds of PE codes, there are only 37 DPPCs. Table 16 lists them and the BA for each.

Activity group/subactivity group (AGSAG) code is an alternative way of categorizing billets for budget purposes. There are 136 activity groups and hundreds of potential activity group-subactivity group combinations. A total of 264 AGSAG codes were found on the billet file; table B-5 in appendix B lists them and the BA for each.

1. DPPC was not available on the January 1989 billet file, so table 16 is based on an earlier file.

Table 16. Defense planning and programming codes on
June 1988 billet file

Code	Definition ^a	Billets authorized
AA	Offensive strategic forces	17,777
AC	Strategic control and surveillance	1,802
BA	Land forces	4,354
BB	Tactical air forces	66,155
BC	Warships & ASW forces	107,629
BD	Amphibious forces	32,993
BE	Naval support forces	74,621
BF	Mobility forces	340
CA	Intelligence	8,801
CB	Centrally managed communications	8,190
CC	Research and development	4,722
CE	Geophysical activities	1,782
DA	BOS combat installations	27,910
DB	BOS support installations	32,506
DC	Medical support	7,436
DD	Personnel support	7,800
DE	Individual training	25,370
DF	Force support training	13,949
DG	Supply operations	698
DH	Maintenance operations	2,815
DI	Logistics support operations	733
DJ	Centralized support activities	4,753
DL	HQ international military organizations	693
DM	HQ unified commands	411
DN	HQ service support: combat commands	1,624
DP	HQ service support: support commands	1,269
DQ	Federal agency support	927
EA	Transients	24,675
EC	Trainees and students	49,935
ED	Cadets	4,525
Total		537,195

a. SOURCE: OP-122.

Other

A number of other data elements on the billet file do not seem as useful as those discussed so far, but they may turn out to be of use. They include:

- Activity designation code
- Enlisted distribution code
- Manpower allocation/requirements plan (MARF) code
- Special category code
- Standards indicator.

These codes are discussed in appendix B.

SUMMARY AND CONCLUSION

A number of the data elements on the Enlisted Billet File have been discussed. Not all of them are equally useful, and not all are equally reliable. The primary way in which each of the data elements can be used is summarized below.

A major goal of the Enlisted Force Management Integration project is to create a model of the force structure. The following data elements are needed to do this:

- Rating
- Paygrade
- NEC
- Functional area code
- Sea/shore code
- Type composite code
- Accounting category code.

In addition to creating a model of the force, it is desired to predict the effects of policy changes on the force. Besides the data elements listed above, the ones below are potentially useful in illustrating the effects of policy changes:

- Military essentiality code

- Parent unit identification code
- Activity type code
- Priority manning codes
- Billet occupational code.

To present the results in a form useful to decision-makers, the following types of codes are needed:

- Resource sponsor
- Claimant and subclaimant
- Subordinate management
- Manning control authority
- Program element
- Defense planning and programming
- Activity group/subactivity group.

Although the data available on the billet file do not meet all of the study's needs, the information should be sufficient to answer many questions of interest to the Navy.

REFERENCES

- [1] Office of the Chief of Naval Operations, OPNAVINST 1000.16F, *Manual of Navy Total Force Manpower Policies and Procedures*, Aug 1986
- [2] Naval Military Personnel Command, NAVPERS 15909D, *Enlisted Transfer Manual*, Sep 1988
- [3] Naval Military Personnel Command, NMPC 99J100 SS-01, *The Navy Manpower Data Accounting System (NMDAS) System Specifications*, Apr 1981
- [4] Navy Manpower Engineering Center, OPNAV 5310, *SHOROC (Shore Required Operational Capabilities) Dictionary*, Jul 1987

APPENDIX A
DEFINITIONS OF ENLISTED MANAGEMENT COMMUNITIES

APPENDIX A

DEFINITIONS OF ENLISTED MANAGEMENT COMMUNITIES

Three data elements are needed to define enlisted management communities: rating, functional area code (FAC), and NEC. Rating is the basis for most communities. Functional area code is used to identify TAR, TEMAC, and most submarine billets. NECs are the sole basis for some communities and are used in conjunction with rating to define other communities.

The following steps were used to separate billets by skill. First, TAR billets and canvasser/recruiter, reserve TEMAC billets were taken out. Next, the NEC-based communities that cut across ratings--aircrew, diver, EOD, LCAC crew, SEAL, and UCT--were created. The remaining billets were assigned to communities on the basis of their rating. In cases where both NEC and FAC were used to define subcommunities within a rating (EM, ET, MM, MS, SK, and TM), the communities based on NEC were created before the communities based on FAC. Both primary and secondary FACs and NECs were checked when deciding which community a billet should be assigned to.

Table A-1 lists the functional area codes and NECs that were used to define the communities. Appendix B contains a complete list of functional area codes.

Several communities in the original list are excluded from table 1 in the main text:

- Aircrew trainee/recruit
- EOD trainee
- FN nuclear trainee
- SEAL trainee
- SN nuclear trainee
- TEMAC.

Aircrew trainees attend either naval aircrew candidate school or rescue swimmer school. Because neither of these schools has a separate Unit Identification Code, it is not possible to identify the billets for aircrew trainees.

There are no billets for EOD trainees (NEC 5302) or SEAL trainees (NEC 5301). While there are billets for nuclear trainees (NEC 9901), apparently they are all programmed for rated personnel (E-4 EMs, ETs, and MMs). The only billets programmed for temporary active duty personnel (TEMACs) are canvasser/recruiter billets, which were put into a separate community.

Table A-1. Definitions of enlisted management communities

Community title	Selection criteria
Aircrew	NEC 8200-8298
AW - acoustic	NEC 7821, 7831, 7834, 7841, or 7843
AW - non-acoustic	NEC 7851, 7861, or 7863
AW - helo	NEC 7815, 7871, 7872, 7873, 7876, or 7881
AW - other	remaining AW
Canvasser/recruiter, reserve TEMAC	FAC J or P
Diver	NEC 5311, 5341, 5342, 5343, or 5346
EM - nuclear, surface	NEC 3384, 3389, or 3394
EM - nuclear, submarine	NEC 3354, 3359, or 3364
EM - nuclear trainee	NEC 9901
EM - nonnuclear, submarine	FAC Z
EM - nonnuclear, surface	remaining EM
EN - submarine	FAC Z
EN - surface	remaining EN
Explosive ordnance disposal	NEC 5331-5337 or 5348
ET - nuclear, surface	NEC 3383, 3389, or 3393
ET - nuclear, submarine	NEC 3353, 3359, or 3363
ET - nuclear trainee	NEC 9901
ET - strategic weapons systems	NEC 3322-3336 or 3349
ET - other, submarine	NEC 14AA-14HZ, 14PA-14TZ, or 14ZA-14ZZ; or FAC Z
ET - other, surface	remaining ET
FC - AEGIS	NEC 1103-1108, 1114, 1115, 1118, 1119, 1143, 1144, or 9537
FC - other	remaining FC
FN - submarine	FAC Z
FN - surface	remaining FN
FTG - digital	NEC 1176, 1177, 1181, 1182, 1191, or 1637
FTG - other	remaining FTG
HM - independent duty	NEC 8402 or 8425
HM - X-ray technician	NEC 8451 or 8452
HM - biomedical equip. repair	NEC 8477-8479
HM - lab technician	NEC 8501, 8503, 8505, or 8506
HM - aerospace medicine	NEC 8406 or 8409
HM - other	remaining HM
IC - submarine	FAC Z
IC - surface	remaining IC
LCAC crew	NEC 0167, 0304, 4131, 4133, or 4135
MM - nuclear, surface	NEC 3355, 3386, 3389, 3395, or 3396
MM - nuclear, submarine	NEC 3355, 3356, 3359, 3365, or 3366
MM - nuclear trainee	NEC 9901

Table A-1. (Continued)

Community title	Selection criteria
MM - nonnuclear, submarine	FAC Z
MM - nonnuclear, surface	remaining MM
MS - public quarters	NEC 3530 or 3531
MS - submarine	FAC Z
MS - other	remaining MS
NC - career recruiter	NEC 2186
NC - other	remaining NC
PN - submarine	FAC Z
PN - surface	remaining PN
QM - submarine	FAC Z
QM - surface	remaining QM
RM - submarine	NEC 23CA-23FZ, 23JA-23KZ, 23MA -23NZ, or 23TA-23TZ; or FAC Z
RM - surface	remaining RM
SEAL	NEC 5320 or 5323-5327
SK - special accounting class	NEC 2823-2825
SK - automated end use	NEC 2814 or 2820
SK - submarine	FAC Z
SK - other	remaining SK
SN - submarine	FAC Z
SN - surface	remaining SN
ST - submarine	FAC Z
ST - surface	remaining ST
TAR	FAC T
TM - MK48/ADCAP	NEC 0748-0751
TM - submarine	FAC Z
TM - other	remaining TM
Underwater construction tech.	NEC 5931 or 5932
YN - submarine	FAC Z
YN - surface	remaining YN

APPENDIX B
SUPPLEMENTARY TABLES

APPENDIX B

SUPPLEMENTARY TABLES

This appendix contains tables for several data elements that either are of peripheral interest or have large numbers of values:

- Functional area code (FAC)
- Activity type code
- Subordinate management code
- Program element (PE) code
- Activity group/subactivity group (AGSAG) code
- Activity designation code
- Enlisted distribution code
- Manpower allocation/requirements plan (MARF) code
- Special category code
- Standards indicator.

Functional area codes are used to identify billets requiring special consideration in personnel detailing. There are 31 different FACs; they are listed in table B-1 together with their associated BA. Only a few of the codes are useful in the present project.

Table B-2 lists the activity type codes found on the billet file, and table B-3 lists the subordinate management codes. Program element code is an eight-digit code, with the last digit representing the branch of service. For Navy billets, the last digit of the code should be either N (Navy) or M (Marine Corps). Table B-4 lists the first seven digits of PE code. Table B-5 lists the AGSAG codes found on the billet file.

Table B-1. Functional area codes (FACs) on January 1989 billet file

FAC	Definition ^a	Billets authorized	
		Primary	Secondary
A	Billets that must be filled by personnel on active duty at time of augmentation.	1,420	6
B	Billets requiring satisfactory completion of a Special Background Investigation (SBI) for access to SIOP-ESI.	1,235	0
C	Billets within Mobile Technical Unit (MOTU) activities that may be filled by lower rated personnel with the applicable NEC of that paygrade for which the billet is written.	309	26
D	Billets that must be filled by personnel who are U.S. citizens.	4,817	103
F	Family Service Center Program billets.	109	14
G	Billets in CONUS shore activities or preferred overseas shore duty activities that require only the military skills designated by the paygrade indicated.	14,943	243
H	Billets in CONUS shore duty or preferred overseas shore duty activities NEC coded for purposes of sea/shore rotation management. Billet does not require NEC skill indicated, but <u>may be filled</u> by any petty officer of the rating indicated.	387	38
I	Instructor billets requiring screening IAW Enlisted Transfer Manual, Chapter X (NAVPERS 15909C)	12,372	2,663
J	RPN billet requiring full-time recalled reservist (generally a canvasser recruiter) not assigned through normal distribution channels.	1,291	0
K	Billets in activities, other than CONUS or preferred overseas shore duty activities, that require only the military skills designated by the paygrade indicated.	4,758	648

a. SOURCE: [B-1].

Table B-1. (Continued)

FAC	Definition ^a	Billets authorized	
		Primary	Secondary
L	Instructor billets in CONUS shore activities or preferred shore duty activity and requiring screening IAW ENLTRANSMAN, Chapter X (NAVPERS 15909 series), that require only the military skills designated by the paygrade indicated.	2,753	532
M	Billets requiring satisfactory completion of a background investigation prior to reporting for specific purposes.	2,059	6
O	Personnel Reliability Program (PRP) critical billets requiring satisfactory completion of a Background Investigation (BI) prior to reporting.	2,196	113
P	MPN billet requiring full time recalled reservist (generally a canvasser recruiter) not assigned through normal distribution channels.	254	0
Q	Billets requiring satisfactory completion or updating, within the past five years, of a Special Background Investigation for Sensitive Compartmented Information (SCI), that has been adjudicated by the Commander, Naval Intelligence Command.	16,250	73
S	Billets that must be filled by Selected Reserve (SELRES) personnel recalled to active duty under the FY-80 500 SELRES program.	13	0
T	Billets in the reserve program that should be filled by USNR (TAR) personnel.	17,613	0
W	Morale, welfare and recreation billets.	666	501
X	Personnel Exchange Program (PEP) billets to be filled by Allied Nations' personnel or other U.S. Services.	8	0

a. SOURCE: [B-1].

Table B-1. (Continued)

FAC	Definition ^a	<u>Billets authorized</u>	
		Primary	Secondary
Y	A billet requiring the next senior grade, which has been downgraded to conform with the Defense Officer Personnel Management Act (DOPMA) control grade ceilings.	5	517
2	Billets requiring personnel qualified in submarines.	25,493	5,865
1	Unknown.	3,129	22
2	Billets requiring FBM weapons and navigation system personnel. Tender add-on training (NECs: 3323, 3325, and 3341).	24	0
4	Selected Reserve billets that require Special Emphasis B manning.	12	7
5	Billets of the Rapid Deployment Medical Force, the incumbents of which will deploy upon the mobilization of the Rapid Deployment Force.	260	19
8	Billets that may be filled by enlisted personnel, of any rate/rating, with appropriate advanced college degree (master's or higher) if personnel of the indicated rate/rating or designator and grade are not available.	2	0
9	Unknown.	<u>0</u>	<u>1</u>
	Total	112,378	11,397

a. SOURCE: [B-1].

Table B-2. Activity type codes (ATCs) on January 1989 billet file

ATC	Definition ^a	Billets authorized
0022	Trans Pat & Pris	23,800
0123	Destroyer Tender	10,206
0128	Ammunition Ship	4,250
0133	Store Ship	17
0134	Combat Store Ship	2,995
0138	Lg Aux FLTG DDK	192
0140	Sm Aux FLTG DDK	23
0141	Med Aux FLTG DDK	543
0142	Aux	18
0158	Misc Command Ships	958
0159	Aux & Research Submarine	33
0160	Hospital Ships	68
0169	Ocean Research Ship	5
0185	Cargo Ship Contain	10
0210	Oiler	2,068
0212	Combat Support Ship	2,331
0216	Replenish Oiler	3,036
0256	Repair Ships	1,635
0262	Cable Repair Ship	18
0264	Aux Repair DDK	230
0265	Aux Repair DDK	598
0280	Landing Craft Repsh	192
0284	Salvage Ships	933
0293	Submarine Tenders	14,280
0297	Submarine Rescue Ship	758
0306	Fleet Ocean Tug	174
0317	Salvage & Rescue Ship	324
0342	Aux Aircraft Tra Ship	1,359
0356	Battleships	5,817
0366	Heavy Cruisers	0
0381	Guided Missile Cruisers	12,518
0382	Guided Missile Cruisers Nuc	5,131
0403	Aircraft Carriers	26,675
0407	Aircraft Carriers Nuc	15,608
0441	Destroyers	8,339
0442	Guided Missile Destroyer	12,490
0456	Frigates	13,610
0457	Guided Missile Frigates	8,868
0477	Historical Warships	48
0488	Phib Command Ships	1,559
0551	LNDDK Helicopter Capabil	953
0556	Phib Assault Ships	4,413

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
0558	Phib Cargo Ship	1,659
0560	Phib Transport DK	5,176
0565	Phib Assault Ships	4,467
0575	Dock Landing Ships	4,348
0595	Tank Landing Ships	4,537
0600	Mine Countermeasures	197
0623	Minesweeper Ocean	1,308
0624	Research Submarine Nuc	18
0660	Pat Combat Misl	120
0693	Submarines	241
0697	Submarine Nuc	12,216
0706	Fleet Bal Misl Sub	10,356
0740	Lg Cover Lght NSP	0
0762	Refrig Cover Lght SP	0
0763	Cvr Right RT SP	0
0764	Refrig CV Lght NSP	0
0810	Fuel Oil Bge SP	0
0840	FLTG Workshop NSP	0
0848	FLTG DDK WSHNSP	0
0851	FLTG DDK WSMNSP	0
0856	Seaplane WDRK SP	0
0868	Lg Harbor Tug SP	33
0870	Med Harbor Tug SP	0
0894	Water Barge SP	0
1079	Navy Office	5
1082	MAAG	1
1083	Joint Military Act	3
1085	Advisory Group	8
1087	Fleet Act	981
1088	US Trans Cominand	28
1089	Naval Fac	1,627
1090	Data Automation Command	4
1102	Administration Units	318
1214	CNAVRES	272
1226	CNET	26
1230	AV Eng Serv Un	50
1296	Air Tra Group	1,616
1297	Astronautic Group	51
1302	Mob Mine Assem Group	436
1305	Naval Air Development Center	191
1310	Eng Facility	42
1311	Naval Aviation Depot	93

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
1312	Naval Air Facility	1,766
1316	Avionics Facility	7
1317	Air Tech Serv Facility	6
1432	Air & Surf Res For	211
1433	Air Res Tra Un	1,664
1436	Res Tra Subm	84
1437	Res Tra Act	4,634
1439	Nav Res Supp Of	26
1452	Naval Air Station	28,773
1467	Air Tech Tra Cen	1,225
1468	Nav Tech Tra Cen	1,396
1469	Sm Craft Ins Tra Sh	39
1470	Nav Air Tra Un	7
1471	ECHTRACOMM	49
1472	Air Test Center	1,503
1475	Nav Avn Dep Ops Cen	37
1477	NAVFLI Demo Ron	107
1479	CHN.VAIRTRA	30
1480	Nav Air Log Off	39
1536	Phib Base	601
1540	Phib Const Batt	793
1600	Force Com	42
1601	MEASFOR STNG DT	67
1610	Pep Inside USA	1
1612	Pep Outside USA	80
1620	Headquarters ASDIC	0
1622	Headquarters ASDIC	0
1625	Air Force Acts	16
1626	Reg Oper Cen	134
1628	Spec Joint Act	458
1635	US Government Dept	32
1642	Naval Element C	0
1649	COMARSURVREC	147
1655	Arm SVC Med Reg	3
1660	Atomic Energy C	53
1661	Nuclear Unit	1,541
1662	Onsite Insp Agy	11
1731	Family Allow	0
1810	NBAND	778
1835	Mess Mgmt Spec	71
1860	Naval Base	268
1878	Beach Masters Un	356

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
1880	Beach Group	29
1940	Assault Craft Un	1,259
1962	Nav Plant Rep Off	61
1992	COMNAVMEDCOM	37
2037	NAVFACENGCOM	32
2041	Cargo Hand Bn	118
2043	Nav Chap Group	152
2045	Mobile Const Bn	4,993
2106	Carrier Group	220
2130	NAVREGFINCEN	0
2132	NAVDRUGINDICPRG	12
2133	Naval Drug Lab	16
2135	Misc Cen	3,946
2136	Nuc Weapon Tra Gp	162
2138	Defense College	7
2145	NAVREGCONTEN	1
2220	Ship INTERMAINAC	1,080
2295	SURFLNT RDSUPPG	4,406
2317	HELWING	24
2319	LANTFLTWPNTAFA	74
2320	PACMISLRANGFAC	125
2321	COMNAVAIRCOM	275
2322	MAT/VAQWINGPAC	74
2323	ANTISUBWARWNGPA	132
2324	FIGHTER WING	80
2326	FLTLOGSUPPWING	98
2327	Med Attack Wing	29
2328	CAEWING	18
2329	Air ANTISUBWING	49
2331	CAR AIRWING RES	32
2332	COMHELWINGRES	25
2333	COM FLT AIR RES	298
2334	TRA AIR WING	290
2335	HELSEACONTROLWG	42
2336	COM CAR AIR WNG	216
2337	COMHELTACWING	28
2350	COMPATWING	906
2354	COMLANTWING	81
2356	COMRESPATWNGPAC	41
2381	Phib Squadron	209
2391	Logistics Com	41
2443	Commissary Store	1

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
2465	Def Comm Eng Of	74
2467	Def Comm Agy	198
2468	Def Comm Agy Oc	8
2469	PLN&SYSINTEGCEN	1
2470	NCOMMUNARMSTSTA	3,210
2473	Naval Communications Station	4,077
2475	Naval BCST SVC	401
2478	Def Commu Sec Mats	40
2480	Communications Unit	655
2483	Joint Communications Unit	17
2484	Joint Communications Supp	60
2500	OFRINCHRGCONSTR	4
2501	Construction BN	73
2503	Construction BN Unit	944
2504	Construction Tra Cen	152
2506	Construction BN Cen	340
2512	UNWAT Construction Team	105
2514	Construction BN Maintenance	45
2515	Adv Base Funct	0
2535	Construction Brigade	37
2553	Construction Regiment	238
2554	Construction For Supp Unit	0
2585	Pat Comb Misl	193
2590	Convoy Commodor	0
2677	Defense Board	4
2750	Naval Medical Cl	2,104
2774	Des Squad Command	366
2788	Surface Squadron	21
2822	Discharge Brks	0
2830	DISEVECTCONTRC	19
2836	Exper Diving Unit	62
2965	SHMISLSYSENGSTA	102
2975	NAVCONTRSHOFROF	0
2981	NAVCIVPERSCOMD	9
2995	Naval Escort Unit	0
2997	Sending St Off	1
3014	NAVLEGSVCOFF	260
3017	JNTRUMISLPORJO	10
3045	EUCOM SPEC ACT	5
3047	CURRET SUPP GRP	13
3048	Naval Support Office	90
3049	NAVOPHTHASUPACT	131

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
3050	Naval Act	97
3051	Naval Weapons Support Act	2,828
3052	Support Center	26
3053	Personnel Support Unit	4,822
3054	Ship System Engineering Sta	12
3055	NAVMEDMATSUPCOM	19
3057	Energy & ENVSUPAC	38
3059	Naval Sea Center	92
3065	Command US Facility	195
3163	Flt Tra Cen	1,292
3167	Fleet Ballistic Missile	360
3170	Fleet Training Group	698
3195	Force Commands	745
3196	International Rel Act	17
3198	Technical Asst Field Team	11
3202	Joint SVC Activity	11
3212	Med Fron Base	0
3233	Fuel Facility	0
3235	MILENTERPROCSTA	340
3240	AIRBEWARNINGFOR	2
3295	Mobile Training Team	120
3306	Mobile Technical Unit	643
3359	Naval Air Systems Command Headquarters	75
3360	Naval Electronic Systems Command Headquarters	203
3361	Naval Facility Engineering Command Headquarters	4
3362	Naval Civil Engineering Lab	10
3363	Naval Sea Systems Command Headquarters	214
3364	Naval Supply Systems Command	17
3365	NAVELEXSYSENGCE	13
3370	Headquarters Command	273
3397	Headquarters Naval Districts	334
3401	Fleet Command and Stf	1,202
3402	NAVSECOORD Team	25
3427	Naval Home	8
3435	Naval Hospital	14,612
3436	Fleet Hospital Support	17
3440	Hospital Corpsmen Training	49
3483	Naval Oceanography Command	1
3485	BR OCEAN OFFICE	16
3486	Naval Oceanography Systems Center	201
3530	Naval Office of Information	13
3531	Naval Public Affairs Center	14

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
3586	Inspection & Survey	16
3608	Insp Nav Mat	0
3612	Naval Petroleum	8
3630	Pet Res Facility	0
3634	Defense Nuclear Agency	36
3637	Defense Mapping Agency	26
3639	DMA Hydro/Topoc	1
3650	Naval Recruiting Area	127
3660	Defense Attache System	44
3669	NINTELPROC SUP	643
3670	Defense Intelligence Agency	119
3671	Fleet Intelligence Center	2,391
3676	Task Group	86
3677	Fleet Intelligence Training	102
3678	Central Intelligence Agency	24
3679	Command Naval Telecommunications	22
3682	Intelligence Office	39
3683	Naval Image Command	75
3684	Fleet Introductory Team	11
3690	Joint Task Force	15
3691	CINCUSCENTCOM	74
3710	Naval Investigation Services Office	102
3850	Naval Biodynamics Lab	24
3860	Laboratory	370
3865	Research Institute	14
3900	Landing Craft Equipment	0
3959	Liaison Office	1
3970	Cruiser Destroyer	270
4060	Magazine	443
4080	Manpower and Material Analyses	92
4096	Maritime Act	8
4097	Maritime Defense Zone	7
4102	NAVMATRANSOFF	19
4105	NAVAVNMAINTOFF	133
4109	NAVACQUCONTRACT	294
4110	Polaris Mat Office	141
4111	Polaris Missile Facility	203
4162	Pacific Missile Test Center	191
4165	Oceanography DET	160
4170	Naval Regional Medical Center	539
4171	NAVALDENCL	2,125
4172	NAVCOUNPERSBRD	6

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
4175	Medical Research Institute	274
4188	Medical Research Unit	44
4197	FLTINTERGLOGTM	66
4209	PREV Medical Unit	64
4212	Military Assistant Adv Group	1
4213	Office of Defense Coop	1
4221	MSC FASTSLRON	3
4222	Military Sealift Command	240
4230	Army Military Government Staff	0
4274	Mine Group	22
4281	Mine Division	98
4283	COOPMINERON	85
4284	COOPMINEUNIT	79
4287	Mine Squadron	43
4295	Naval Weapons Facility	145
4301	FLTMINEWARTRACT	187
4327	Motion Picture Services	10
4401	Naval Expansion Program	15
4467	Observatory	3
4535	Operations Control Center	103
4539	Fleet Ballistic Missile Test Unit	97
4540	Test and Evaluation Force	189
4575	OPNAV	202
4578	OPNAVSUPPACT	88
4616	INACTSHPSTORFAC	0
4617	EXPL ORD TECH C	61
4619	Ordnance Missile Test Facility	82
4621	Naval Ordnance Station	38
4622	EXPLORDDISPLGRP	150
4623	Ordnance Unit	145
4629	Ordnance Training & Evaluation Unit	95
4630	Ordnance DISPL MOB Unit	777
4631	NR EODMU	80
4635	Naval Space Command	289
4638	OCESURVINFOFAC	194
4639	Food Services Systems Office	57
4640	Oceanographic Systems	342
4642	OCEANOPROCESFAC	590
4643	Systems Project Office	0
4646	NAVREGDATAUTOMC	327
4722	TRANSIENTPERSUN	64
4725	Enlisted Personnel Management Center	185

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
4733	Tactical Support Activity	54
4760	FLTAVSPECOPTRA	807
4768	Phib Group Command	128
4805	FLTAVCOM	351
4863	Military Group	5
4866	Fleet Coord Group	8
4870	ADP Systems Support Group	48
5060	FLTCOMPOPREADGP	276
5069	Naval Spec War Command	38
5070	Spec War Group	1,151
5071	Spec Boat Squadron	18
5072	Naval Spec War Center	184
5073	Project Office	11
5115	Hometown News Center	7
5118	Public Works Center	38
5295	Marine Corps MARSTA	24
5465	NAVCRUITDIST	6,019
5486	NAVCRUITCOM	224
5487	NAVCRUITRAUNIT	1,710
5530	Defense Courier Services	119
5580	Naval Research Branch	3
5610	Naval Research Personnel Center	109
5688	SUPV SALV	0
5740	Secretary of Defense	33
5744	IMMED of SECNAV	74
5746	Automated Data Processing Services	1
5763	Personal Property SHPOFF	4
5773	Security Station	195
5774	Security Agency	815
5790	Security Group	5,657
5791	Security Group Department	1,510
5792	Security Group DET	162
5793	Commander Security Group	147
5821	Service School Command	2,782
5825	Service Squadron	70
5852	Ships Parts Center	12
5855	Repair Facility	267
5864	Resale Activities	867
5865	Resale SVC SUPP	70
5866	Naval Exchange Activity	1
5867	Naval Ship Yards	425
6029	Naval Station	8,040

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
6035	Naval Weapons Station	1,272
6078	SUBASE	2,741
6079	Submarine Support Facility	1,205
6080	Submarine Development Group	331
6081	Support Facility	740
6082	SUBRESUNIT	33
6084	COMSERVGRU	360
6085	COMSUBDEVRON	34
6086	Commander, Submarine Group	654
6088	COMSUBLANT	333
6110	COMSUBRON	633
6118	Contract Systems Maintenance	13
6119	SUBTRACEN	435
6135	FLTCOMBATRACEN	1,506
6145	SUPP SHIP	168
6166	Fuel Annex	0
6170	Supply Center	126
6171	CENTCOM SPECACT	1
6173	Supply Depot	311
6174	MILTRAMGMTTERMS	32
6178	Supply Activity	21
6211	TACGRU	9
6212	TACRON	173
6215	TACSUPWING	27
6230	TACTRAGRU	62
6303	USEAWARENGSTA	281
6335	EDTRASUPPCEN	110
6338	NAVEDTRACEN	390
6340	REDTRAFAC	69
6373	Training Center	411
6376	Naval Training Station	1,250
6378	Land for Training Center	376
6379	Personnel Mob Team	0
6439	KUSLO Command Unit	9
6550	UNWAY Training Unit	200
6580	Seal Teams	1,564
6581	Seal DEL Team	278
6582	Consolidated Division Unit	73
6591	INSHOUNSEAWARF	178
6628	HELATKRON	40
6629	HELSUPPRON	2,433
6630	Unknown	79

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
6631	HELANTISUBRON	2,829
6632	HELMINERON	1,689
6635	HELANTISUBRON L	3,887
6705	ATKRON	7,666
6706	AERREFRON	51
6708	PATRON SPORJ U	270
6709	Patrol Squadron	9,332
6710	FITRON	7,089
6711	FITATKRON	4,341
6712	FIGHTCOMPRON	194
6716	FLECOMPRON	1,043
6718	AIRANTISUBRON	2,854
6763	CARAEWRON	2,324
6764	FAIRECONRON	2,390
6765	FLELOGSUPPRON	1,302
6766	TACELRON	3,154
6768	FLELOGSUPPRON	891
6785	AIRTEVRON (VX)	926
6786	AIRTEVRON (VXE)	313
6789	AIRTEVRON (VXN)	156
6797	HELTRARON	90
6799	TRARON	644
6818	NAVOCEANC O US	685
6820	NAVOCEANC IN US	392
6822	NAVPOLAROCEN	57
6824	NAVENVPREDSCH	6
6826	FLENUMOCEANCEN	127
6827	FACSFAC	360
6905	Military Postal Services	17
7000	Students	53,861
7020	Naval Phib School	287
7111	SURSHPASWANLCEN	67
7112	FLEASWTRACENLNT	379
7113	FLEASWTRACENPAC	718
7114	ASWTRAGROUP	6
7118	LATKWEPSCOLPAC	67
7249	NAVSCOLCECOFF	8
7252	Combat System Technical School	598
7267	NAVCONSTRACEN	153
7295	NAVDIVESALVTRAC	189
7302	SCH DENT TECH	0
7310	School Group	239

a. SOURCE: OP-122.

Table B-2. (Continued)

ATC	Definition ^a	Billets authorized
7352	NAVSCOLEOD	198
7391	SCH TRANS MGMT	4
7420	NAVGMSCOL	641
7438	SCOL HEALTH SCI	207
7439	NAVHOSPCORPSCOL	369
7472	Defense Mapping School	10
7480	NAVJUSTSCOL	7
7562	HEALTHSCIEDTRAC	30
7606	School of Music	24
7620	Nuclear Power School	134
7623	NUCFLD "A" School	250
7685	Post Graduate School	95
7688	NAVAVSCOLSCOM	194
7760	NROTC&ADMIN	3
7763	NJROTC	10
7765	NROTCU	205
7810	NAVFITWEPSCOL	135
7851	Submarine SCOL	845
7869	SCOL SUPP CORPS	45
7932	War College	431
8000	Marine Air Wing	521
8100	MARTRAREPLACEMT	0
8120	Marine Corps Air Facility	5
8139	Marine Corps Air Station	346
8141	Marine Corps Landing Field	0
8145	Marine Corps Base	62
8250	MAR CRUIT DEPOT	24
8268	MAR CORPS SCOL	31
8365	Marine Corps Logistics Base	24
8372	Marine Corps War Training Center	6
8391	MARCORESCRUITDI	66
8445	MARCORDEV&EDCOM	26
8454	Headquarters, Marine Corps	31
8456	Marine Corps FORSVC&SUPGP	2,050
8460	Marine Corps RESUPCEN	1
8570	Marine Brigade	338
8640	Marine Division	1,879
8660	Combat Support Unit	35
Total		534,917

a. SOURCE: OP-122.

Table B-3. Subordinate management codes (SMCs) on January 1989 billet file

SMC	Definition ^a	Billets authorized
01	OP-09BF NAVDIS Washington	387
02	OP-09BF NAVLEGSVSOFFS	247
03	OP-09BF NAVSUPPACTS	402
08	Commander Naval Base Philadelphia	240
09	Other Third Echelon Commands	599
0A	CNTC Headquarters	22
0B	Telecommunications Det Adak	150
0C	ASC Albany	2
0E	NCU Cutler	116
0F	NCS Diego Garcia	227
0G	NCS Greece	298
0H	CAMS WESTPAC	806
0I	NCS Harold Holt	376
0J	CAMS EASTPAC	911
0K	NCS Iceland	261
0L	NCS Japan	278
0M	NCU Keywest	58
0N	NCU London	211
0O	CAMS Mediterranean	690
0P	MARS	23
0Q	CAMS Atlantic	1,010
0R	NCS Philippines	538
0S	NCS Puerto Rico	211
0T	NCS San Diego	230
0U	NCS Spain	355
0V	NCS Stockton	393
0W	NCU Washington	271
0X	NCS United Kingdom	217
0Y	NCS Puget Sound	160
0Z	NCS Jacksonville, Florida	161
10	NAVAIRLANT	61,730
11	NAVTRALANT	540
12	NAVSURFLANT	73,959
13	SUBLANT	29,627
14	NAVOCEANSYSLANT	1,545
15	COMNAVBASE CHASN	631
16	COMNAVBASE GTMO	64
17	COMCBLANT	3,000
18	COMNAVBASE NORVA	2,812
19	LANTFLT HQ	570
20	NAVAIRPAC	62,446

a. SOURCE: OP-122.

Table B-3. (Continued)

SMC	Definition ^a	Billets authorized
21	COMTRAPAC	818
22	NAVSURFPAC	69,693
23	SUBPAC	16,530
24	LOGPAC	5,516
25	NAVSPECWARCOM	2,630
26	THIRDFLT	592
27	COMOCEANSYSPAC	1,140
29	PACFLT HQS	1,571
30	MSCLANT	332
31	MSCPAC	369
32	MSCELM	26
33	MSCFAR EAST	43
40	COMTRALANT	2,525
41	COMTRAPAC	1,783
42	CNTECHTRA	32,370
44	CNATRA	6,093
46	FMFLANT	1,979
47	FMFPAC	2,863
48	HDQTRS USMC	624
52	Field Activities	202
53	NAVEUR Staff	303
54	NAVACT United Kingdom	186
56	COMFAIRMED	3,262
58	COMSIXTHFLT	132
60	BUMED Medical	37
61	BUMED Dental	0
62	BUMED Student Training	0
63	BUMED-Miscellaneous HM Training	29
64	BUMED Research and Development	307
65	BUMED Preventative Medicine	0
6A	NAVMEDCOM National Capital Region	1,992
6B	NAVMEDCOM Southwestern Region	3,829
6C	NAVMEDCOM Northwestern Region	2,115
6D	NAVMEDCOM Northeast Region	1,946
6E	NAVMEDCOM Southeast Region	3,002
6F	NAVMEDCOM Mid Atlantic Region	4,203
6G	NAVMEDCOM European Region	482
6H	NAVMEDCOM Pacific Region	1,812
6I	HSETC	3,603
6J	NMDSC	2
6K	NMMS	19
6L	NOSTRA	131

a. SOURCE: OP-122.

Table B-3. (Continued)

SMC	Definition ^a	Billets authorized
6M	NAMI	75
60	BUMED PREVMED	102
70	COMNAVOCEANCOM	1,511
78	Recruiting	6,403
82	SECGRULANT	2,106
83	SECGRUPAC	3,360
84	SECGRUEUR	1,563
91	AIRSYSCOM	3,213
92	SUPSYSCOM	1,202
93	SEASYSKOM	3,382
94	NAVFACENGCOM	717
95	S&NWSYSKOM	1,783
96	STRATSYSPORAM	1,247
97	ONR(LAB)	6
A1	COA-COA	24,596
A2	CNO(O9BF)	8,719
A3	Under Secretary of the Navy (SFRMD)	90
A4	COA-U.S. Army	672
A5	OSD/JCS/DARPMA/USUHS/DCPA	174
A6	Director, DNA	50
A7	Director, DCA	278
A8	Director, DIA	163
A9	Director, NSA	815
AB	NAF/NAS/NAVSUPPACT	3,928
AW	AIR WINGS/SQUADRONS	6,448
B1	Director, DMA	37
B3	Director, Defense Logistics Agency	17
B4	COA-U.S. Air Force	352
C3	USCINCPAC	1
RC	RESREDCOMS	4,636
RF	RNCF	35
Total		499,546

a. SOURCE: OP-122.

Table B-4. Program element (PE) codes on January 1989 billet file

PE code	Definition ^a	Billets authorized
0101221	Fleet Ballistic Missile System	7,998
0101222	Support Ships (FBMS)	5,767
0101228	Trident	4,114
0101315	FBM Control System - Communications	1,262
0101830	Operational Headquarters (Offensive)	382
0101896	Base Operations (Offensive)	824
0102427	Naval Space Surveillance	24
0102428	Space Systems Control	51
0102498	Management Headquarters (Space Command)	10
0103121	U.S. Space Command (SPACECOM) Activities	23
0103122	U.S. Element NORAD Activities	2
0103198	Management Headquarters (U.S. Element NORAD)	1
0103298	Management Headquarters (U.S. Space Command)	16
0201112	Atlantic Command (LANTCOM) Activities	225
0201113	U.S. European Command (USEUCOM) Activities	9
0201114	U.S. Pacific Command (USPACOM) Activities	32
0201115	U.S. Southern Command (USSOUTHCOM) Activities	3
0201117	Airborne Command Post (CINCEUR)	6
0201118	Airborne Command Post (CINCPAC)	1
0201120	Airborne Command Post (CINCLANT)	7
0201137	Caribbean Contingency Joint Task Force	24
0201138	U.S. Central Command (CENTCOM) Activities	69
0201298	Management Headquarters (LANTCOM)	111
0201398	Management Headquarters (USEUCOM)	23
0201498	Management Headquarters (PACOM)	107
0201598	Management Headquarters (SOUTHCOM)	25
0201898	Management Headquarters (U.S. Central Command)	56
0202698	Management Headquarters (FORSCOM)	1
0204112	Multi-Purpose Aircraft Carrier	44,624
0204134	A-6 Squadrons	3,505
0204135	A-7 Squadrons	1,593
0204136	F/A-18 Squadrons	3,702
0204144	F-14 Squadrons	4,917
0204151	COD Squadrons	891
0204152	Early Warning Aircraft Squadrons	1,660
0204154	Sea-Based Electronic Warfare Squadrons	1,881
0204155	Shore-Based Electronic Warfare Squadrons	1,287
0204156	Readiness Squadrons	7,700
0204164	Aircraft Intermediate Maintenance Department	7,139
0204220	Battleships	5,817
0204221	Cruisers	17,649
0204222	Destroyers - Missile	12,490

a. SOURCE: [B-2].

Table B-4. (Continued)

PE code	Definition ^a	Billets authorized
0204223	Destroyer - Non-Missile	8,358
0204224	Frigates - Missile	6,849
0204225	Frigates - Non-Missile	12,154
0204226	Patrol Combatants	293
0204227	Support Forces	10,206
0204233	SH-3 Squadrons	2,132
0204234	S-3 Squadrons	2,238
0204243	Light Airborne Multi-Purpose System (LAMPS)	2,583
0204251	ASW Patrol Squadrons	7,112
0204262	Readiness Squadrons	6,718
0204281	Submarines	12,389
0204282	Support Forces	9,981
0204302	Mine Countermeasures Forces	264
0204303	Air Mine Countermeasures Squadrons	1,100
0204304	Mine and Mine Support	436
0204311	Undersea Surveillance Systems	2,380
0204313	Ship-Towed Array Surveillance Systems	252
0204411	Amphibious Assault Ships	26,792
0204412	Amphibious Support Ships	1,025
0204413	Amphibious Tactical Support Units	2,778
0204424	Explosive Ordnance Disposal Forces	1,022
0204441	Underway Replenishment Ships	14,697
0204451	Major Fleet Support Ships	1,635
0204452	Minor Fleet Support Ships	1,476
0204453	Direct Support Squadrons - Aircraft	4,908
0204454	Special Combat Support Forces	290
0204455	Naval Construction Forces	5,454
0204457	Shore Intermediate Maintenance Activities	8,670
0204458	Fleet Logistics Support	671
0204561	Deep Submergence Systems	872
0204571	Special Projects	591
0204572	Space Activities	24
0204573	Navy Cover and Deception Program	276
0204574	Cryptologic Direct Support	1,285
0204576	Counter C3 Development	2
0204577	Relocatable Over-the-Horizon Radar (ROTHR)	183
0204598	Management Headquarters (Electronic Warfare)	14
0204633	Fleet Support Training	1,864
0204651	Operational Headquarters (Fleet)	688
0204652	Operational Headquarters (Sea Control/ Projection)	955
0204654	Operational Headquarters (Sea Control - Air)	1,424

a. SOURCE: [B-2].

Table B-4. (Continued)

PE code	Definition ^a	Billets authorized
0204655	Operational Headquarters (Sea Control - Surface)	1,328
0204656	Operational Headquarters (Sea Control - Subsurface)	717
0204660	Navy Command and Control Systems (NCCS)	186
0204662	Tactical Interoperability and Information Support Systems	58
0204694	Real Property Maintenance - Naval Air Bases	44
0204695	Base Communications - Naval Air Bases	299
0204696	Base Operations - Naval Air Bases	13,185
0204698	Management Headquarters (Fleet)	661
0204795	Base Communications - Fleet Support Surface	147
0204796	Base Operations - Fleet Support Surface	7,061
0204798	Management Headquarters (Sea Control/Projection)	238
0204895	Base Communications - Fleet Support Subsurface	37
0204896	Base Operations - Fleet Support Subsurface	928
0204898	Management Headquarters (Surface)	354
0204994	Real Property Maintenance - Fleet Log Support	270
0204996	Base Operations - Fleet Logistics Support	2,087
0204998	Management Headquarters (Subsurface)	317
0205096	Base Operations - Other Base Support	3,623
0206125	Helicopter Combat Support (Marine Air Wing)	41
0206126	Tactical Combat Support (Marine Air Wing)	378
0206211	Divisions (Marine)	2,321
0206312	Other Combat Support (Marine)	1
0206315	Force Service Support Group (FSSG)	1,867
0206496	Base Operations - Forces (Marine Corps)	413
0206497	Training (Marine)	102
0206498	Management Headquarters (Fleet Marine Force)	18
0208015	Combat Developments	915
0208019	Tactical Cryptologic Activities	244
0208024	F/A-18 Combat Development Squadrons	52
0208046	Service Support to Joint Tactical C3 Agency (DCA)	3
0208090	Visual Information Activities - Tactical	426
0208091	Navy Broadcasting Service - AFRT	417
0301011	Cryptologic Activities	4,781
0301055	Cryptologic Communications	1,015
0301196	Base Operations - Cryptologic	13
0301198	Management Headquarters (Cryptologic)	132
0301303	Field Operational Intelligence Office	44
0301304	Ocean Surveillance Information Center	245
0301309	Intelligence Support Center	123
0301329	European Command GDIP Activities	17

a. SOURCE: [B-2].

Table B-4. (Continued)

PE code	Definition ^a	Billets authorized
0301330	Pacific Command GDIP Activities	389
0301331	Atlantic Command GDIP Activities	339
0301333	Fleet Intelligence Support	63
0301334	Other Commands GDIP Activities	31
0301335	Automated Data Processing GDIP Support	62
0301339	Intell Telecom and Defense Special Security Systems	624
0301398	Management Headquarters GDIP	15
0303109	Satellite Communications	518
0303113	Navy Communications (NAVCOM)	6,534
0303126	Long-Haul Communications (DCS)	753
0303151	World-Wide Military Command and Control Systems (WWMCCS) ADP	234
0303152	World-Wide Military Command and Control Systems, Information System	8
0303196	Base Operations - Communications	22
0303198	Management Headquarters (Communications Support)	0
0303298	Management Headquarters (WWMCCS ADP)	156
0303401	Communications Security (COMSEC)	81
0303898	Management Headquarters (Communications Security)	1
0303998	Management Headquarters (Communications)	22
0304112	Special Collection	213
0305111	Weather Service	1,237
0305112	Oceanography	128
0305127	Foreign Counterintelligence Activities	12
0305128	Security and Investigative Activities	86
0305131	Mapping, Charting, and Geodesy	319
0305801	Service Support to DMA	37
0305803	Service Support to DIA (Non-NFIP)	1
0305805	Service Support to NSA (NFIP)	815
0305806	Service Support to DNA	26
0305807	Service Support to JCS	22
0305808	Service Support to DCA	281
0305809	Service Support to DIA (NFIP)	162
0305810	Service Support to OSIA	11
0305885	Tactical Cryptologic Activities	7
0305897	Training (H)	23
0305898	Management Headquarters (Auxiliary Forces)	1
0402167	Military Sealift Command Area Headquarters	152
0402198	Management Headquarters (Sealift)(IF)	0
0403111	Port Terminal Operations (Military)(IF)	15
0403113	Traffic Management (IF)	2

a. SOURCE: [B-2].

Table B-4. (Continued)

PE code	Definition ^a	Billets authorized
0408034	Mobility Enhancement	61
0408036	Sealift Enhancement (Surge)	108
0408098	Management Headquarters (USTRANSCOM)	28
0502312	A-6 Squadrons	111
0502313	A-7 Squadrons	340
0502314	F/A-18 Squadrons	216
0502319	F-14 Squadrons	508
0502324	Early Warning Aircraft Squadrons	122
0502326	Sea-Based Electronic Warfare Squadrons	154
0502328	Readiness Squadrons (RCVW)	0
0502332	SH-3 Squadrons	124
0502338	Light Airborne Multi-Purpose System	291
0502341	ASW Patrol Squadrons	1,355
0502351	Frigates - Missile	2,019
0502352	Frigates - Non-Missile	1,456
0502359	Mine Countermeasures Forces	1,299
0502360	Air Mine Countermeasures Squadrons	198
0502366	Amphibious Assault Ships	320
0502372	Inshore Undersea Warfare Forces	178
0502374	Explosive Ordnance Disposal Forces	80
0502378	Minor Fleet Support Ships	306
0502379	Direct Support Squadron	1,267
0502380	Special Combat Support - Cargo Handling	118
0502384	Naval Construction Forces	37
0502385	Shore Intermediate Maintenance Activities	1,507
0502422	Operational Headquarters (Sea Control/Projection)	32
0502424	Operational Headquarters (Sea Control/Air)	66
0502425	Operational Headquarters (Sea Control/Surface)	331
0502514	Force Service Support Group (MCR)	113
0502898	Management Headquarters (Sea Control/Projection)	0
0503170	Weather Service	0
0505095	Base Communications - Other Naval Reserve	32
0505096	Base Operations - Other Naval Reserve	4,529
0505164	Reserve Aircraft Intermediate Maintenance Department	1,290
0505196	Base Operations - Reserve Air Bases	4,164
0508136	Health Activities	0
0508716	Other Personnel Activities	0
0509520	Reserve Readiness Support (Naval Reserve)	702
0509598	Management Headquarters (Field Naval Reserve)	272
0603267	Combat Identification System	1

a. SOURCE: [B-2].

Table B-4. (Continued)

PE code	Definition ^a	Billets authorized
0605001	R&D Laboratories (Industrially Funded)	3,066
0605851	Facilities and Installations Support	763
0605863	RDT&E Ship and Aircraft Support	804
0605898	Management Headquarters (Research and Development)	6
0605906	Service Support to DNA	24
0605907	Service Support to SDIO	1
0605908	Service Support to JCS	2
0701111	Supply Depot Operations (Non-IF)	126
0701112	Inventory Control Point Operations	84
0701113	Procurement Operations	470
0702007	Depot Maintenance (IF)	93
0702026	Naval Avionics Facilities (IF)	291
0702028	Ship Maintenance Activities (IF)	425
0702031	Naval Ordnance Activities (IF)	1,720
0702037	Public Works Centers (IF)	22
0702043	Information Automation (IF)	327
0702827	General Purpose Forces Electronic Support	1
0702891	Commissary Retail Sales	937
0702896	Base Operations - Logistics	495
0702898	Management Headquarters (Logistics)	126
0708012	Logistics Support Activities	643
0708015	Naval Inactive Ship Maintenance Facilities	0
0708016	Inactive Aircraft Storage and Disposal	2
0708017	Maintenance Support Activities	283
0708018	Real Estate and Construction Administration	4
0708020	Information Automation	3
0708110	Service Support to DLA	18
0801711	Recruiting Activities	6,459
0801713	Examining Activities	340
0804711	Recruit Training Units	14,781
0804721	Service Academies	5,185
0804722	Officer Candidate/Training Schools (OCS/OTS)	232
0804723	Reserve Officers Training Corps (ROTC)	208
0804724	Other College Commissioning Programs	1,446
0804725	Department of Naval Science Maritime Training	8
0804731	General Skill Training	42,711
0804733	General Intelligence Skill Training	216
0804734	Cryptologic/SIGINT-Related Skill Training	1,516
0804742	Undergraduate Navigator/NFO Training (UNT)	837
0804743	Other Flight Training	1,465
0804745	Undergraduate Pilot Training (UPT) - Strike	2,923

a. SOURCE: [B-2].

Table B-4. (Continued)

PE code	Definition ^a	Billets authorized
0804746	Undergraduate Pilot Training (UPT) - Maritime	315
0804747	Undergraduate Pilot Training (UPT) - Rotary	87
0804751	Professional Military Education	225
0804752	Other Professional Education	71
0804771	Support of the Training Establishment	36
0804772	Training Developments	16
0805794	Real Property Maintenance - Training	258
0805795	Base Communications - Training	116
0805796	Base Operations - Training	6,183
0805798	Management Headquarters (Training)	104
0805894	Real Property Maintenance - Service Academies	36
0806761	Education and Training - Health Care	3,573
0807711	Care in Regional Defense Facilities	4,690
0807714	Other Health Activities	900
0807715	Dental Care Activities	2,125
0807792	Station Hospitals and Medical Clinics	12,048
0807798	Management Headquarters (Health Care)	67
0808711	American Forces Information Services - Field Activities	1
0808716	Other Personnel Activities	1,432
0808732	Transients	23,800
0808796	Base Operations - Other General Personnel Activities	96
0809703	Service Support to OSD	12
0809712	Service Support to USUHS	20
0809721	Junior ROTC	10
0809731	Training Support to Units	209
0901212	Service-Wide Support (Not otherwise accounted for)	868
0901214	Public Affairs	56
0901220	Personnel Administration	1,236
0901295	Base Communications - Administrative	13
0901296	Base Operations - Administrative	768
0901298	Management Headquarters (Public Affairs)	12
0901503	Service Support to OSD	36
0901507	Service Support to JCS	82
0901518	Service Support to Non-DOD Activities (Non-Reimbursable)	33
0901519	Service Support to Non-DOD Activities (Reimbursable)	849
0902398	Management Headquarters (Departmental)	270
0902498	Management Headquarters (Administrative)	100

a. SOURCE: [B-2].

Table B-4. (Continued)

PE code	Definition ^a	Billets authorized
1001004	International Activities	27
1001009	Service Support to OSD/DSAA, MAP-Reimbursable	63
1001010	Miscellaneous Support to other Nations	2
1001098	Management Headquarters (International)	696
1002002	Foreign Military Sales Support (Reimbursable)	155
1100011	Ongoing Operational Activities - Active	2,341
1100611	Ongoing Operational Activities - Reserve	262
1120011	Training - Active	184
1180098	Management Headquarters (SOFCON)	<u>57</u>
	Total	534,917

a. SOURCE: [B-2].

Table B-5. Activity group/subactivity group (AG/SAG) codes on January 1989 billet file

AG/SAG Code	Definition ^a	Billets authorized
0000	Undistributed	77
0626	Central Operating Activities - Other	179
1011	Military personnel assigned to Marine Corps	5,456
1012	Military personnel assigned to Army	683
1013	Military personnel assigned to Air Force	127
1014	Military personnel assigned to defense agencies	1,648
1518	Foreign military sales administrative fund personnel	156
1923	Military assistance, executive reimbursable personnel	62
1955	Unknown	1
2121	Unknown	10
2222	Reimbursable service support to non-DOD	849
2428	Transients	23,800
4040	Military Sealift Command personnel	810
5ABG	Air-A/C Flight Operations	595
5ABU	Air-A/C Operations Maintenance	4,260
5ACE	Air-Other Aircraft Support	18
5AEK	Air-Command and Administration	269
5BEG	SURF Support-SCSF Operations	220
5BEL	Command and Admin. - Ship Operations Support	71
5BEU	SURF Support-SEABEE Operations	330
5BGA	SURF Support-CRYPTO Activities	83
5CDG	Ship Operations-Other OPTAR	4,494
5DE2	Intermediate Maintenance	1,534
5F00	Res Spec Combat Support Forces	0
5FED	SCSF-Operations	318
5FER	Force Support	24
5GEB	Fleet Operations Support-Command & Admin.	330
5TWY	Management Headquarters Commander Naval Reserve Forces	272
5UCF	Field Headquarters/ACTS-AIMD	1,324
5YNX	Reserve Recruiting Activities	1,486
6060	RDTE&N Personnel	1,571
6161	Naval Research Laboratory	120
6262	Naval Air Laboratories	1,738
6363	Naval Civil Engineering Laboratory	10
6464	SPAWAR R&D Centers	1,212
7171	Naval Aviation Depots	93
7272	Naval Ordnance Facilities	1,311
7373	Naval Shipyards	425
7474	Navy Public Works Centers	22
7575	Navy Regional Data Automation Centers	66
7777	Strategic Missile Facilities Personnel	261

a. SOURCE: Office of the Comptroller of the Navy (NCBG-2).

Table B-5. (Continued)

AG/SAG Code	Definition ^a	Billets authorized
7878	Naval Exchange (operations) Personnel	6
8080	Naval Exchange (R&D) Personnel	1
8181	Naval Exchange (IF) Personnel	3
8282	Naval Avionics Center	7
8383	Naval Air Engineering Center	278
8686	Unknown	6
A	Unknown	1
A300	Strategic Communications	1,044
A3A2	FBM Control Systems Communications	220
A3A3	Missile and Space Defense	5
A3A4	Unknown	12
A6AQ	Trident C&CSMA	13
A9AM	Strategic Weapons System Support	444
A9AT	Trident Weapons System	518
AWAX	Cruise Missile Project Office	10
B200	TACAIR/ASW Aircraft Operations	31,766
B2BU	TACAIR/ASW-Aircraft Operations Maintenance	10
B2CF	TACAIR/ASW-AIMD	8,371
B300	Fleet Air Support (FAS)	8,919
B3BA	FAS-Aircraft Flight Operations	269
B3BB	FAS-Aircraft Operations Maintenance	317
3CE	FAS-Other Aircraft Support	340
BMBY	Space Systems Product Management	7
BMCB	NAVSPACECOM Headquarters	10
D1DG	Ship Operations-Other OPTAR	205,392
D200	Fleet Operations Support	379
D2F8	Undersea Surveillance	2,357
D2GF	Electronic Command & Control	685
D2R2	Combat Systems Readiness	1,312
DIDG	Unknown	2
E5EC	SEABEE Operations	5,456
E5ED	Special Combat Support Forces	7,126
E7EL	Ship Operations Administration	120
E7ET	Staff Administration	8,315
E7EW	AFRTS	401
E7WT	Navy Imaging Command	75
E8D3	Sealift Surge	68
E8D4	MSC Headquarters	1
E9ER	Force Support	28
EAEN	Command & Administration	39
F2CF	Unknown	13
F300	Base Operations	12,867

a. SOURCE: Office of the Comptroller of the Navy (NCBG-2).

Table B-5. (Continued)

AG/SAG Code	Definition ^a	Billets authorized
F3BE	BOS-Aircraft Flight Operations	702
F3BQ	BOS-Aircraft Operations Maintenance	1,847
F3F5	BOS-NATO	40
F3FC	BOS-OPS of Utilities	89
F3FD	BOS-Other Engineering Support	473
F3FF	BOS-Administration	8,053
F3FG	BOS-Retail Supply Operations	2,372
F3FH	BOS-Installation Equipment Maintenance	856
F3FJ	BOS-Bach Housing Operations & Furn	1,293
F3FK	BOS-Other Personnel Support	3,322
F3FL	BOS-MWR Support	616
F3FM	BOS-Medical/Dental Support	595
F3FN	Base Communications	923
F3FQ	BOS-ADP Services	189
F3FR	BOS-Other Base Services	6,035
F3FT	BOS-Hazardous Waste	3
F3FV	BOS-Physical Security	5,258
F3LZ	BOS-Human Goals	78
F3V2	BOS-Audiovisual	443
F400	Maintenance of Real Property	236
F4FA	Maintenance and Repair (M1/M2)	519
F4FB	Minor Construction (R1/R2)	294
F4FC	Operation of Utilities	3
F4FD	Other Engineering Support	46
F7EM	Unified Commands-Command & Admin	534
F92L	Warfare Tactics Documentation	73
F9RV	Tactical Training/Wargaming Support	6
F9UW	Fleet Exercise Logistics Support	8
F9FP	Commissary Operations	927
F9S7	Retail Clothing/Shops Store	1
G100	Consolidated CRYPTO Program	34
G1GA	CRYPTOLOGIC Activities	4,021
G1GB	CRYPTOLOGIC Communications	981
G1GJ	CCP-Maint of Real Property	101
G1GL	CCP-Ops of Utilities	7
G1GM	CCP-Other Eng Support	40
G1GN	CCP-Base Operations	762
G4G4	Special Activities	210
GC00	Communications Security	1
GCGC	Communications Security	7
GCGE	Signal Security	74
GDGU	Unknown	7

a. SOURCE: Office of the Comptroller of the Navy (NCBG-2).

Table B-5. (Continued)

AG/SAG Code	Definition ^a	Billets authorized
GIGJ	Unknown	1
GIGN	Unknown	3
H112	Unknown	1
H113	Unknown	11
H1H3	GDIP-PACOM Intelligence	480
H1H4	GDIP-EUCOM Intelligence	106
H1H5	GDIP-ALLANTCOM Intelligence	358
H1H6	Other Command Intelligence	0
H1H8	GDIP-Intelligence Communications	618
H1H9	GDIP-Intelligence Management	15
H1HA	GDIP-Task Force 168	63
H1HB	GDIP-Human Intelligence	23
H1HE	GDIP-Intelligence Support Center	147
H1HF	Current Intelligence Analysis	8
H1HR	GDIP-Op Intelligence Center	4
H1HS	GDIP-Ocean Surv Information Center	37
H1TH	GDIP-NIPSSA	66
H2HT	FCI-Investigations	5
H2HU	FCI-Operations	5
H2HV	FCI-Collection/Production	2
J5JA	TCCP-Satellite Communications	410
J5JD	TCCP-Telecomm Headquarters	21
J5JE	TCCP-Station Operations	6,317
J5JP	Other Telecommunications	65
J600	WWMCCS	143
J6JQ	WWMCCS Station Operations	157
J6JY	WWMCCS Tactical Software	85
J700	Environmental/Prediction Support (EPS)	201
J7J3	EPS-Command & Control	1,238
J7J4	EPS-Navigation & Charting	164
J7JV	EPS-Tactical/Surveillance	15
J7JX	EPS-Strategic Systems	64
K200	Specialized Skill Training	6
K2KE	Officer Indoctrination Program	1
K2KF	Initial General Skill Training	29,109
K2KG	Initial Intell Skill Training	12
K2KH	Initial CRYPTO/Sig Skill Training	1,141
K2KJ	Initial Apprentice Skill Training	225
K2KK	General Skill Progress Training	12,616
K2KL	Intell Skill Progress Training	177
K2KM	CRYPTO/Sig Skill Progress Training	374
K2KN	General Functional Training	541

a. SOURCE: Office of the Comptroller of the Navy (NCBG-2).

Table B-5. (Continued)

AG/SAG Code	Definition ^a	Billets authorized
K2KP	Intell Functional Training	19
L1GQ	Officer Candidate School(OCS)	232
L1GV	Merchant Marine Reserve Training	8
L1LJ	Officer Acquisition-USNA	5,185
L1LK	Officer Acquisition-Boost	1,446
L3LL	Flight Training-Strike Other	1,813
L3LM	Flight Training-Maritime Other	507
L3LW	Flight Training-Rotary Other	1,021
L3LX	Flight Training-NFO Other	814
L3LY	Flight Training-Other Other	58
L3RG	Enlisted Naval Aircrewman School	51
L8LS	NROTC-College	208
LALA	Recruit Activities	6,491
L9LD	Human Resource Management Support System	197
LBLN	OPA-Other Personnel Support	1,104
LBLR	OPA-MWR	21
LHLH	Recruit Training	14,757
LULU	Junior NROTC	10
LVEP	Command Health Care	71
M400	Fleet Air Training (FAT)	12,469
M4BD	FAT-Aircraft Operations	32
M4EJ	FAT-Command & Administration	404
M4MG	FAT-Other Support	52
M5EH	Fleet Training Command & Administration	1,937
M68T	OTS-Training Support	19
M6EQ	OTS-Command & Administration	104
M6GR	OTS-Instructional Sys Development	61
M6GS	OTS-Aegis Ship Training Support	147
M6MN	OTS-Simulator Acquisition	11
M6MP	OTS-Organic Simulator O&M	4
M6MS	OTS-Advance in Rate	230
M8MY	PDE-Professional Military Schools	200
M8MZ	PDE-Graduate Education (NAVPERs)	30
M9M9	Station Hosp & Med Clinics	10,321
MAMA	Education & Training-Health Care	3,460
MCMC	Care in Regional Defense FACS	4,274
MEM1	Geographic Medical Commands	240
MEME	Other Health Activities	444
MEWH	Other Health Act-NAVOSH	114
MP4R	Dental Care Activities	1,815
P2AZ	Sub Performance Monitor/Support	4
P2DW	Maintenance Engineering & Logistics Support	10

a. SOURCE: Office of the Comptroller of the Navy (NCBG-2).

Table B-5. (Continued)

AG/SAG Code	Definition ^a	Billets authorized
P2E2	Ship Intermediate Maintenance	9,278
Q71S	HM&E Inspection & Testing	0
Q75S	Unknown	23
Q7NS	Combat Systems Engineering Support	58
R1QC	Inact A/C Storage/Disposal	2
R1RQ	Diving	62
RB1G	AIMSO	92
RB2K	NAVSEA Field Activities	104
RB4G	Aviation Logistic Center (NALC)	24
RB4V	Unknown	176
RB7P	PERA Cruisers/Destroyers	3
RB8F	Navy Aviation Engineering Support Equipment	50
RB9F	Naval Air Technical Services Facility	6
RBAU	Operational Support-Field	118
RBNN	NAVMASSO	283
RBRB	Miscellaneous Field Operations	36
RBRT	Engineering Field Divisions	4
RBUP	Integrated Combat System Test Facility	17
SASA	Supply Depot Operations	126
SBSB	ICP Operations	74
SC1Y	Fleet Hospital Project Office	19
SC2R	NRCOS/Other Supply Activities	20
SC3P	Project Management Offices	131
SC3U	Theatre Nuclear Warfare Project	2
SC4R	ASW Project Office	0
SC7S	Supervisors of Shipbuilding	168
SC9S	Aegis Ship Procurement Support	47
SCS2	NAVPROS	27
W3W3	SECNAV Staff Offices	56
W5W5	External Public Affairs	68
W6W7	Procurement Support Office	7
W6WF	Judge Advocate General-Field	12
W6WP	Board of Inspection/Survey	16
W6WR	Naval Safety Center	45
W6WU	Naval Historical Center	19
W6WV	Navy Legal Services Offices	247
W6YA	OPNAV Support Activity	84
W6YE	Historical Ships	72
W7X3	Joint Special Operations Command	0
WAWA	Navy-wide Finance Activities	146
WLWL	Naval Investigative Service	86
WMWM	Naval Observatory	3

a. SOURCE: Office of the Comptroller of the Navy (NCBG-2).

Table B-5. (Continued)

AG/SAG Code	Definition ^a	Billets authorized
WQWQ	Naval Data Automation Command	5
WWW	Naval Districts	1
Y3Y3	International Hqtrs & Agencies	624
Y6Y6	Naval Civilian Personnel Center	9
YBYB	CNO Staff Office	201
YCYC	NAVMEC Navy Manpower Eng Center	92
YDYG	NMPC Navy Military Pers Command	939
YHYH	NAVY Family Allowance Activities	0
YUYG	EPMAC Enlisted Personnel Mgmt Center	185
YUYL	Personnel Evaluation Boards	13
Total		534,917

a. SOURCE: Office of the Comptroller of the Navy (NCBG-2).

Activity designation code identifies the operational status of an activity for purposes of travel entitlements. Table B-6 lists the values of this code and the BA for each.

Table B-6. Activity designation codes on January 1989 billet file

Code	Definition ^a	Billets authorized
1	Afloat--homeported	217,362
2	Afloat--permanent	5,562
6	Mobile--homeported	7,667
7	Mobile--permanent	41,456
8	Ashore--homeported	253
9	Ashore--permanent	<u>262,617</u>
	Total	534,917

a. SOURCE: [B-3].

Enlisted distribution code (EDC) identifies the official responsible to the Manning Control Authority for the manning posture of an activity [B-4]. Essentially, this code breaks requirements down by MCA and sea/shore code, with sea/shore code 1 (CONUS shore) further broken down by naval district. Table B-7 lists the EDC values that were found and the BA for each.

Manpower allocation/requirements plan (MARF) codes group naval activities in accordance with their assigned missions [B-3]. 205 MARF codes were found on the billet file; table B-8 lists them and their associated BA.

Special category codes identify billets that are under the direct distribution control of the Chief of Naval Personnel [B-3]. Many of these billets have special NECs attached to them. Table B-9 lists the codes found on the billet file. Fewer than 8 percent of the billets had a special category code.

Standards indicator tells what methodology was used to establish the requirement for a billet. Table B-10 lists the values found for this code on the billet file.

Table B-7. Enlisted distribution codes on January 1989 billet file

Definition ^a				
Code	MCA	Sea/shore code	Naval district	Billets authorized
012	L	1	01	475
026	X	1,3,6,7	NA	77,491
032	L	1	03	663
042	L	1	04	3,648
043	P	1	04	1
052	L	1	05	14,034
053	P	1	05	115
062	L	1	06	11,226
063	P	1	06	10
082	L	1	08	65
083	P	1	08	5
102	L	1	10	329
112	L	1	11	128
113	P	1	11	21,993
132	L	1	13	1
133	P	1	13	4,497
143	P	1	14	4
192	L	1	19	653
193	P	1	19	14
402	L	2,4,5,8	NA	129,690
403	P	2,4,5,8	NA ^b	110,455
462	L	any	NA ^b	14,713
463	P	any	NA ^b	8,939
702	L	3,6,7	NA	14,796
703	P	3,6,7	NA	21,114
801	B	1	01	2,039
803	B	1	03	2,393
804	B	1	04	6,106
805	B	1	05	9,570
806	B	1	06	18,288
808	B	1	08	12,252
809	B	1	09	1,087
811	B	1	11	17,993
813	B	1	13	2,810
819	B	1	19	11,406
942	B	2-8	NA	13,662
943	?	?	?	2,042
Total				534,707

a. SOURCE: NMPC-471.

b. Code applies to submarines and submarine staff.

Table B-8. Manpower allocation/requirements plan (MARF) codes on January 1989 billet file

MARF Code	Definition ^a	Billets authorized
1011	Atlantic Fleet	111,579
1012	Pacific Fleet	88,718
1041	Floating Drydocks Atlantic	1,218
1042	Floating Drydocks Pacific	368
1051	Staffs Atlantic Major Special	2,010
1052	Staffs Pacific Major Special	1,859
1053	Unit Commanders Atlantic	1,431
1054	Unit Commanders Pacific	1,451
1055	Joint Staffs Atlantic	549
1056	Joint Staffs Pacific	438
1061	Fleet Air Atlantic	26,554
1062	Fleet Air Pacific	27,813
1063	CRAG/CRAW Training Atlantic	1,152
1064	CRAG/CRAW Training Pacific	1,610
1071	Air Staffs Atlantic	1,111
1072	Air Staffs Pacific	1,372
1081	Amphibious Units and Activities Atlantic	3,121
1082	Amphibious Units and Activities Pacific	2,544
1083	Fleet Training Groups Units Atlantic	371
1084	Fleet Training Groups Units Pacific	632
1085	Submarine Support Units	4,802
1087	Mine War IUW EOD Forces	1,736
1089	Miscellaneous Fleet Units	1,499
1091	Active Reserve Forces Ships Staffs	5,708
1101	Mobile Construction Battalions	5,454
1103	Cargo Handling Battalions	270
1111	Navy with FMF Units Atlantic	1,945
1112	Navy with FMF Units Pacific	2,896
1131	Fleet OPCONCEN Atlantic	205
1133	Tactical Command and Control Activities	176
1141	Oceanographic System Facilities	1,678
1142	Fleet Training Activities	7,228
1143	Students - Fleet Training	98
1144	Fleet Weather Center and Facilities	888
1148	Fleet Support Activities U.S.	12,300
1149	Fleet Intelligence Support Center U.S.	514
1150	Field Support Activities Atlantic	2,106
1151	Naval Facilities Atlantic	979
1152	Communications and Security Station	2,263
1153	Air Stations and Facilities	3,828
1156	Fleet Supply Activities	18

a. SOURCE: [B-5].

Table B-8. (Continued)

MARP Code	Definition ^a	Billets authorized
1157	Fleet Weather Center and Facilities	129
1160	Field Support Activities Pacific	1,531
1161	Fleet Intelligence Support Facilities	194
1162	Communications Station and Units	2,272
1163	Air Stations and Facilities	3,005
1164	Ordnance Facilities	569
1165	Ship Support Activities	272
1166	Fleet Supply Activities	337
1167	Fleet Weather Center and Facilities	219
1169	Naval Facilities Pacific	95
1171	MSC Ships and Riders	690
1172	MSC Offices U.S.	79
1173	MSC Offices Outside U.S. - Atlantic	29
1174	MSC Offices Outside U.S. - Pacific	43
2011	Secretary of the Navy and Staff Offices	95
2012	Headquarters, Chief of Naval Operations	209
2013	Office, Judge Advocate General	249
2015	Headquarters Commandant Marine Corps	13
2016	Headquarters Commander MSC	41
2017	Navy Headquarters Commands	321
2018	Navy Headquarters Bureaus	37
2019	Office of Oceanographer	1
2021	Office Navy Research Field Activities	116
2023	Office Navy Material Field Activities	0
2026	JAG Field Activities	11
2027	Headquarters Material Systems Commands	517
2028	NAVCOMPT Field Activities	201
2029	Other Staff Field Activities	447
2031	Singular CNO Field Activities	205
2032	INTCOM Headquarters and Field Activities	962
2033	Inspection and Survey Boards	16
2034	Oceanographic Offices	41
2035	Navy Manpower Engineering Center	92
2036	Astronomy Field Activities	3
2038	Command Systems Field Activities	180
2039	Navy History Field Activities	19
2043	Operations Support Activities	54
2047	Development Field Units	10
2048	Navy Space Project Activity, Washington D.C.	10
2051	Headquarters Naval District Washington	343
2052	Naval Bases U.S.	297
2053	Navy Station and Headquarters Support Activities	4,901

a. SOURCE: [B-5].

Table B-8. (Continued)

MARP Code	Definition ^a	Billets authorized
2061	General Communication Activities	3,409
2071	Recruiting Activities	6,370
2072	AFEES	340
2075	Navy Bands	778
2079	Miscellaneous CHNAVPERS Activities	1,657
2082	Fleet Support Air Stations	14,471
2084	Air Contract Representatives	23
2088	Air Research Activities	1,997
2089	Other Air Support Activities	306
2091	Weapons Station and Ammunition Depots	1,298
2092	Torpedo Stations	279
2095	Ordnance Plants	38
2096	Ordnance Contract Representatives	276
2098	Ordnance Research Activities	864
2099	Other Ordnance Activities	254
2101	Shipyards	425
2102	SUPSHIPCONVERREP	168
2108	Ship Research Technical Activities	207
2109	Other Ship Systems Activities	91
2111	Supply Centers and Depots	145
2112	Commissary Stores	49
2113	Naval Exchanges	1
2114	Market and Purchasing Office	1
2118	Supply Demand Control Office	977
2119	Other Supply Activities	0
2121	Hospitals	11,806
2123	Dental Activities	1,888
2128	Research and Preventative Medical Activities	349
2129	Other Medical Activities	3,546
2131	Field Division Naval Facilities Engineering Command	32
2132	Construction Battalion Centers	340
2133	Public Works Centers	13
2139	Other Facilities	307
2141	Navy at Marine Corps Bases	28
2142	Navy at Marine Corps Air Stations	248
2143	Navy at Marine Corps Training Activities	89
2144	Navy at Marine Corps Supply Center	24
2145	Navy at Marine Corps Recruiting Activities	66
2146	Navy at Marine Corps Resupply Center	1
2151	Shore Electronic Engineering Activities	94
2161	Air Systems Support Activities	587
2181	Liaison Programs	11

a. SOURCE: [B-5].

Table B-6. (Continued)

MARP Code	Definition ^a	Billets authorized
2182	Exchange Programs	69
2183	Pilot Exchange Program	1
3031	Navy Investment Services Offices Atlantic	6
3032	Navy Investment Services Offices Pacific	21
3041	JAG Sponsor Field Offices	1
3045	Navy Research Branch Office	0
3081	Air Stations Atlantic	1,350
3082	Air Stations Pacific	11
3111	Supply Activities Atlantic	198
3112	Supply Activities Pacific	79
3121	BUMED Activities Atlantic	903
3122	BUMED Activities Pacific	1,480
3131	Facilities Engineering Office Atlantic	0
3132	Facilities Engineering Office Pacific	29
3142	Marine Corps Activities Pacific	137
4012	Naval Schools Commands	4,451
4014	Naval Schools Outlying	26
4021	Advanced Command Staff Schools	485
4022	Post Graduate Schools	95
4023	Special Technical Schools	57
4024	Special Non-Technical Schools	7
4031	Functional Training	3,801
4041	Miscellaneous Training Activities	397
4061	District Headquarters Reserve Supply U.S.	710
4062	Reserve Training Centers U.S.	4,634
4063	Miscellaneous Reserve Training Activities U.S.	108
4512	STU Naval School Commands	852
4514	STU Naval Schools Outlying	5
4521	STU Advanced Command Staff Schools	7
4527	STU Officer Other Agencies Schools	19
4531	STU Functional Training	23,119
5011	Air Training Staffs	395
5012	Basic Air Training Stations	2,911
5013	Advanced Air Training Stations	1,778
5015	Technical Air Training Stations	3,479
5021	Naval Air Reserve Training	10,238
5512	Student Basic Air Training	721
5513	Student Advanced Air Training	110
5515	Students Technical Training	4,271
6011	Officer Candidate School	1,053
6021	Naval Training STA/COM NTC	1,400
6022	Recruit Training Commands	1,710

a. SOURCE: [B-5].

Table B-8. (Continued)

MARP Code	Definition ^a	Billets authorized
6511	Student Officer Candidate	862
6512	Student Special Officer Candidate	285
6513	Student Midshipmen	4,525
6521	Student Recruit Training	13,228
7011	Medical Schools Officer and Enlisted	730
7511	Student Medical Training Officer and Enlisted	2,997
8011	International Staffs	736
8031	OSD and JCS Activities	217
8032	Defense Atom Supply Agency and Navy Supply	50
8033	Defense Command Agency and Field Activities	281
8034	Defense Intelligence Agency and Field Activities	163
8036	Defense Mapping Agency and Field Activities	37
8039	Defense Agencies-Miscellaneous	12
8041	Security Group Activities U.S.	4,220
8042	Security Group Activities Outside U.S. - Atlantic	2,206
8043	Security Group Activities Outside U.S. - Pacific	1,982
8044	Defense Courier Service	119
8051	Pacific Missile Range Activities	984
8061	Navy Reimbursement Other Government Department	849
8062	Reimbursement Foreign Military Sales	218
8071	Navy at Armed Forces Activities	1
8072	Navy at Single Manager Activities	21
8073	Navy at Army Activities	25
8074	Navy at Air Force Activities	1
8075	Navy at Other Military Activities	11
8076	Military Government Units	17
8081	Navy with Other Government Departments	16
9001	Transients	<u>23,800</u>
Total		534,917

a. SOURCE: [B-5].

Table B-9. Special category codes on January 1989 billet file

Code	NECs	Description ^a	Billets authorized
3	53XX (except 5345)	Divers, Explosive Ordnance Disposal Underwater Demolition Team, SEA-AIR-LAND (SEAL) Team	1,555
4	--	Temporary active duty (TEMAC) personnel	2,248
7	--	Aviation instructors	846
A	9585, 9588, 9589	Recruiters and career counselors	3,966
G	330X, 331X, 334X	Fleet ballistic missile weapons system personnel	3,775
I	9519, 9522, 9528,	Organizational effectiveness specialists, alcoholic rehabilitation specialists, drug abuse counselors	131
P	82XX, AW-78XX (DNEC)	Active aircrew personnel assigned in a flight status, crew member flight pay authorized	580
Q	3351-56, 3361-66, 3383-86, 3393-96	Nuclear propulsion plant operators	10,791
T	--	Training and Administration of Reserve (TAR) personnel	16,142
U	82XX, AW-78XX	TAR personnel with crew member flight pay authorized	1,149
Total			41,183

a. SOURCE: [B-6].

Table B-10. Standards indicator codes on January 1989 billet file

Code	Definition ^a	Billets authorized
A	Ship Manpower Document (SMD)	161,166
B	Squadron Manpower Document (SQMD)	50,788
C	Commercial Activities (CA) Most Efficient Organization (MEO)	1
D	Military Manpower/Hardware Integration Program (HARDMAN)	65
E	Efficiency Review (ER) MEO	774
G	Statistical standard	43,702
H	Staffing guide	48,071
J	Additive/exception to standard/guide	151
K	Directed function	701
L	Staffing criteria/management information system (MIS) (no quality)	6,618
M	Manpower Estimating Model (MEM) (no quality)	12,030
N	Navy Training Plan (NTP)	7,972
P	Preliminary ship/squadron/shore Manpower Document (PSMD/PQSMD/PSHMD)	13,575
R	Pending CA study	468
S	Defense Regional Interservice Support (DRIS) study	10
T	Navy Manpower Mobilization System (NAMMOS) requirement	28,212
U	Pending SHMD study	182
V	OPNAV/claimant validated requirement (includes TPPH and students)	123,129
W	Validated authorization (by Navy Manpower Engineering Program, NAVMEP)	11,671
X	SECNAV/other DOD criteria	21,677
Y	Planned for CA study	1,463
Z	Authorization pending NAVMEP validation	2,388
	Total	534,814

a. SOURCE: [B-1].

REFERENCES

- [B-1] Department of the Navy, Office of the Chief of Naval Operations, *Manual of Navy Total Force Manpower Policies and Procedures*, OPNAVINST 1000.16F, Aug 1986
- [B-2] Department of Defense, Office of the Assistant Secretary of Defense (Comptroller), *FYDP Program Structure: Book 1--Unclassified Codes and Definitions, All DOD Components*, DoD 7045.7-H, Aug 1988
- [B-3] Department of the Navy, Naval Military Personnel Command, *The Navy Manpower Data Accounting System (NMDAS) System Specifications*, NMPC Document No. 99J100 SS-01, April 1981
- [B-4] Department of the Navy, Naval Military Personnel Command, *Enlisted Master File (EMF) Active Duty Enlisted Data Elements Catalog*, 20 May 1987
- [B-5] Department of the Navy, Naval Military Personnel Command, *Officer and Enlisted Personnel On-board by Lines of the Manpower Allocation/Requirement Plan*, Ser 1654H/27M
- [B-6] Department of the Navy, Naval Military Personnel Command, *Enlisted Transfer Manual*, NAVPERS 15909D, Sep 1988

APPENDIX C
THE INDIVIDUALS ACCOUNT

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THE INDIVIDUALS ACCOUNT

The individuals account can be described in terms of manpower (requirements) or personnel (inventory). On the manpower side, the account is composed of billets programmed to account for personnel who are unavailable to fill force structure billets. On the personnel side, it consists of the people who are unavailable to fill force structure billets. To simulate changes over time in the force structure, the project needs to know who is in the individuals account at any given time.

The major categories in the individuals account are students, transients, patients, prisoners, and holdees. Trainees (individuals undergoing recruit training) and midshipmen are often identified as separate types of student. Patients, prisoners, and holdees are usually grouped together. While there are people in all of the categories in the individuals account, billets are only programmed for students and transients.

To identify people in the individuals account, accounting category code on the Enlisted Master Record can be used. Billets in the individuals account can be identified using a number of data elements.

Table C-1 lists several data elements that specifically identify transients. Interestingly, some of these variables also have separate values for patients, prisoners, and holdees. One unusual finding is that type composite code assigns transients a value of *J* rather than the expected value of *T*. It is also not clear why BOC 966 shows five more transient billets than the other codes.

Table C-2 lists several data elements that identify student billets. Some, but not all, of these data elements are the same as those in the previous table. DPPC and type composite code use "students" to represent students other than trainees and midshipmen. The fourth digit of claimant code can be used to identify the students assigned to a particular claimant. It is not clear what BOC 977 represents; it is slightly less than the number of students excluding midshipmen.

Manning control authority X, sometimes referred to as "people only," includes all the billets in the individuals account. The number of billets with MCAX on the June 1988 billet file (79,135) equals the sum of transient and student billets (24,675 + 54,460).

1. Since DPPC is not available on the January 1989 billet file, the tabulations in this appendix are based on the June 1988 file.

Table C-1. Ways of identifying billets for transients

Data element	Value: definition	Billets authorized
AGSAG	2427: separations	0
	2428: transients	24,675
	2429: prisoners/patients	0
Activity type	0022: transients, patients, and prisoners	24,675
BOC	966: transients, patients, and prisoners	24,680
DPPC	EA: transients	24,675
	EB: patients, prisoners, and holdees	0
MARF	9001: transients	24,675
	9002: patients	0
	9003: prisoners	0
	9004: separations	0
PE code	0808732N: transients	24,675
Type composite	J: holding (adjustment) accounts	24,675
	T: TPS&D	0

Table C-2. Ways of identifying billets for students

Data element	Value: definition	Billets authorized
Activity type	7000: students	54,460
BOC	977: students	49,816
DPPC	EC: trainees and students	49,935
	ED: cadets	4,525
Type composite	A: student	36,891
	B: trainee	13,044
	C: midshipman	4,525
Claimant	XXX2: students	54,460